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Employment and Social Development Canada

Emploi et Développement social Canada

Labour Program Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Sprung Instant Structures Ltd	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number: [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 332	Total number of employees (Full-Time/Part-Time/Temporary): 119 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan021-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) PO Box 62, 80039 Maple Leaf Road	City Aldersyde	Province AB	Postal Code T0L 0A)
	Telephone Number 403.601.2292	Fax Number 403.601.4833	

EMPLOYMENT EQUITY CONTACT	
Name (print) George Van Loon	Title Accounting Manager
Telephone Number 403.601.2292 ext 486	E-mail Address george.vanloon@sprung.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Clark Olson	Title Vice President
Telephone Number 403.601.2292	E-mail Address clark.olson@sprung.com
Signature [REDACTED]	Date 3-13-14

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



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)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Alberta	102	3	0	105	Alta. less CMAs	102	3	0	105
Total Employees in Canada				105	Total Employees in Canada				105



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	1	1										
	3												
	2												
	1	5	5										
	Total	6	6										
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	1		1									
	3	5	5										
	2	1	1										
	1	4	4		1	1		1	1				
	Total	11	10	1	1	1		1	1				
Semi-Professionals and Technicians Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 35,000 - \$39,999	4	3	3										
	3	2	2										
	2	2		2									
	1	2	1	1									
	Total	9	6	3									
Supervisors: Crafts and Trades Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3	3	3								2	2	
	2	5	5		1	1					3	3	
	1	3	3		1	1					2	2	
	Total	12	12		2	2					7	7	

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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1										
	3			1									
	2	1		1									
	1	1		1									
	Total	3	1	2									
Skilled Crafts and Trades Workers Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4	1	1								1	1	
	3												
	2												
	1	1	1								1	1	
	Total	2	2								2	2	
Clerical Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 30,000 - \$34,999	4	1		1									
	3	1		1									
	2	3		3									
	1	5		5							1	1	
	Total	10		10							1	2	
Intermediate Sales and Service Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4												
	3												
	2												
	1	9	8	1	2	2					1	1	
	Total	9	8	1	2	2					1	1	



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Skilled Manual Workers Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 25,000 - \$29,999	4	1	1										
	3	1	1										
	2	5	4	1									
	1	5	3	2									
	Total	12	9	3									
Other Sales and Service Personnel Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 25,000 - \$29,999	4	1		1									
	3												
	2												
	1	1		1									
	Total	2		2									
Other Manual Workers Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 30,000 - \$34,999	4	1	1										
	3	3	3		1	1					1	1	
	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



Sprung Instant Structures Ltd. (certificate # 090224)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / Alberta
 Reporting Period 2017-04-01 to 2018-01-09

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





Sprung Instant Structures Ltd. (certificate # 090224)

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

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



Sprung Instant Structures Ltd. (certificate # 090224)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / Alberta
 Reporting Period 2017-04-01 to 2018-01-09

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

Sprung Instant Structures Ltd. (certificate # 090224)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Alberta
Reporting Period 2017-04-01 to 2018-01-09

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

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



Workplace Equity Information Management System - Sprung Instant Structures Ltd.

Workforce Analysis - Detailed Report

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

Women

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

Workforce Analysis - Detailed Report

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

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Women		Gap #	Recruitment Area
			Representation #	Availability %		
Total		105	26	24.8 %	37	-11

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Sprung Instant Structures Ltd.

Workforce Analysis - Detailed Report

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

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	6	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	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

Workforce Analysis - Detailed Report

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

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Gap #	Recruitment Area
			Representation #	Availability %		
Total		105	7	6.7 %	7	0

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Sprung Instant Structures Ltd.

Workforce Analysis - Detailed Report

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

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
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

Workforce Analysis - Detailed Report

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

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
Total		105	23	21.9 %	10	13

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Sprung Instant Structures Ltd.

Workforce Analysis - Detailed Report

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

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		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



Workforce Analysis - Detailed 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



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



Workplace Equity Information Management System - Sprung Instant Structures Ltd.

Workforce Analysis - Summary Report

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

Women

Employment Equity Occupational Group	Women					
	All Employees #	Representation		Availability		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.

Workforce Analysis - Summary Report

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

Employment Equity Occupational Group	Aboriginal Peoples		Aboriginal Peoples		Availability #	Gap #
	All Employees #	Representation %	Availability %	Availability #		
01 : Senior Managers	6	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	11	9.1 %	2.2 %	0	1	
04 : Semi-Professionals and Technicians	9	0.0 %	3.0 %	0	0	
06 : Supervisors: Crafts and Trades	12	16.7 %	4.3 %	1	1	
07 : Administrative and Senior Clerical Personnel	3	0.0 %	6.0 %	0	0	
09 : Skilled Crafts and Trades Workers	2	0.0 %	6.3 %	0	0	
10 : Clerical Personnel	11	0.0 %	8.1 %	1	-1	
11 : Intermediate Sales and Service Personnel	9	22.2 %	7.7 %	1	1	
12 : Semi-Skilled Manual Workers	12	0.0 %	8.5 %	1	-1	
13 : Other Sales and Service Personnel	4	0.0 %	10.9 %	0	0	
14 : Other Manual Workers	26	7.7 %	12.8 %	3	-1	
Total	105	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

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	6	0	0.0 %	10.1 %	1	-1
02 : Middle and Other Managers	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.

Workforce Analysis - Summary Report

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

Employment Equity Occupational Group	All Employees		Persons with Disabilities		Persons with Disabilities		Gap #
	#	%	#	%	Availability #	Gap #	
01/02 : Managers	17	5.9 %	1	4.3 %	1	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 %	1	-1	
07 : Administrative and Senior Clerical Personnel	3	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 %	1	-1	
11 : Intermediate Sales and Service Personnel	9	0.0 %	0	5.6 %	1	-1	
12 : Semi-Skilled Manual Workers	12	0.0 %	0	4.8 %	1	-1	
13 : Other Sales and Service Personnel	4	25.0 %	1	6.3 %	0	1	
14 : Other Manual Workers	26	7.7 %	2	5.3 %	1	1	
Total	105	3.8 %	4	5.5 %	6	-2	

Total may not equal sum of components due to rounding.



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

Workforce Analysis - Summary 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

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

Data from First/Previous Workforce Analysis
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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	11

Data from Subsequent/Current Workforce Analysis
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↓ ↓ ↓

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

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
		#	Representation #	Availability* %
01	Senior Managers	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

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Sprung Instant Structures Ltd.

2018-01-31

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	11

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

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

Employment Equity Occupational Group (EEOG)

	Table 2: Aboriginal Peoples		
	All Employees	First/Previous Workforce Analysis	
		Representation	Aboriginal Peoples
#	#	#	%
01 Senior Managers	6	0	2.90
02 Middle & Other Managers	10	1	2.20
03 Professionals	0	0	0.00
04 Semi-Professionals & Technicians	9	0	3.00
05 Supervisors	0	0	0.00
06 Supervisors: Crafts & Trades	12	2	4.30
07 Administrative & Senior Clerical Personnel	4	0	6.00
08 Skilled Sales & Service Personnel	0	0	0.00
09 Skilled Crafts & Trades Workers	3	0	6.30
10 Clerical Personnel	14	0	8.10
11 Intermediate Sales & Service Personnel	8	2	7.70
12 Semi-Skilled Manual Workers	11	0	8.50
13 Other Sales & Service Personnel	2	0	10.90
14 Other Manual Workers	30	2	12.80
Total	109	7	7.7

	Table 6: Aboriginal Peoples		
	All Employees	Subsequent/Current Workforce Analysis	
		Representation	Aboriginal Peoples
#	#	#	%
6	0	2.9	
11	1	2.2	
0	0	0.0	
9	0	3.0	
0	0	0.0	
12	2	4.3	
3	0	6.0	
0	0	0.0	
2	0	6.3	
11	0	8.1	
9	2	7.7	
12	0	8.5	
4	0	10.9	
26	2	12.8	
105	7	7.5	

* Source:

0

* Source:

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Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Sprung Instant Structures Ltd.

2018-01-31

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	11

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

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

Employment Equity Occupational Group (EEOG)

Table 3: Members of Visible Minorities

	First/Previous Workforce Analysis		
	All Employees	Members of Visible Minorities	
		Representation	Availability*
#	#	%	
01 Senior Managers	6	0	10.10
02 Middle & Other Managers	10	0	15.00
03 Professionals	0	0	0.00
04 Semi-Professionals & Technicians	9	0	24.80
05 Supervisors	0	0	0.00
06 Supervisors: Crafts & Trades	12	7	10.00
07 Administrative & Senior Clerical Personnel	4	1	3.40
08 Skilled Sales & Service Personnel	0	0	0.00
09 Skilled Crafts & Trades Workers	3	3	12.80
10 Clerical Personnel	14	0	4.20
11 Intermediate Sales & Service Personnel	8	1	6.70
12 Semi-Skilled Manual Workers	11	1	4.30
13 Other Sales & Service Personnel	2	0	10.00
14 Other Manual Workers	30	10	5.90
Total	109	23	8.8

Table 7: Members of Visible Minorities

	Subsequent/Current Workforce Analysis		
	All Employees	Members of Visible Minorities	
		Representation	Availability*
#	#	%	
6	0	10.1	
11	0	15.0	
0	0	0.0	
9	0	24.8	
0	0	0.0	
12	7	10.0	
3	0	3.4	
0	0	0.0	
2	2	12.8	
11	1	4.2	
9	1	6.7	
12	0	4.3	
4	0	10.0	
26	12	5.9	
105	23	9.1	

* Source:

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* Source:

0

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

Data from First/Previous Workforce Analysis
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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	11

Data from Subsequent/Current Workforce Analysis
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↓ ↓ ↓

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

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			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 Disabilities		
		Subsequent/Current Workforce 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	

* Source:

* Source:

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Sprung Instant Structures Ltd.

2018-01-31

008878

Start Date of Flow Data			
YYYY	MM	DD	
2017	01	01	

End Date of Flow Data			
YYYY	MM	DD	
2017	12	31	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women Hired				Table 5: Women Promoted				Table 9: Women Terminated			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2	1	0	0	0	0	0	0	1	1	0	0
03 Professionals	0	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	1	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	1	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0	0	0	0	0	1	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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Sprung Instant Structures Ltd.

2018-01-31

008879

Start Date of Flow Data			
YYYY	MM	DD	
2017	01	01	

End Date of Flow Data			
YYYY	MM	DD	
2017	12	31	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2	0	0	0	0	0	0	0	1	0	0	0
03 Professionals	0	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	0	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	0
11 Intermediate Sales & Service Personnel	1	0	0	0	0	0	0	0	1	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	0	0	0	0	0	0	0	8	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Sprung Instant Structures Ltd.

2018-01-31

Start Date of Flow Data		
YYYY	MM	DD
2017	01	01

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired

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Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#

01 Senior Managers	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	7	0	0	0

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	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	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	0	0	0	0

Data from Form 6 - Employees Terminated

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Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	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	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	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	8	0	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Sprung Instant Structures Ltd.

2018-01-31

Start Date of Flow Data			
YYYY	MM	DD	
2017	01	01	

End Date of Flow Data			
YYYY	MM	DD	
2017	12	31	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National	Part-time / National	All Employees Hired	Members of Visible Minorities Hired	Full-time / National	Part-time / National	All Employees Promoted	Members of Visible Minorities Promoted	Full-time / National	Part-time / National	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2	0	0	0	0	0	0	0	0	1	0	0
03 Professionals	0	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	0	1	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	0	1	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0	0	0	0	0	0	1	0	0
12 Semi-Skilled Manual Workers	1	0	0	0	0	0	0	0	0	1	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	3	1	0	0	0	0	0	0	0	3	1	0
Total	7	1	0	0	0	0	0	0	0	8	2	0

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

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees										First/Previous Short-term Goals										Women				
	Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Turnover (Replacement of Terminated Employees)					3 Year Goals					Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	Number	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	From - To	2019	%	%	#	#	%					
01 Senior Managers	6	0.0%	2.0%	0	0	0.0%	2.0%	0	0	2.0%	0	0	2	1	27.4%	27.4%	-2	-1	0.0%	16.7%					
02 Middle & Other Managers	10	3.2%	4.0%	1	1	9.5%	6.0%	2	3	6.0%	0	0	3	1	38.9%	38.9%	-3	-2	10.0%	18.2%					
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	0.0%	0					
04 Semi-Professionals & Tech	9	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	33.3%	33.3%					
05 Supervisors	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0					
06 Supervisors: Crafts & Trades	12	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	3.1%	0	0	0.0%	0.0%					
07 Administrative & Sr Clerical	4	-9.1%	0	0	0	0.0%	28.6%	0	0	0.0%	0	0	1	1	0.0%	89.0%	-1	0	75.0%	100.0%					
08 Skilled Sales & Service	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%					
09 Skilled Crafts & Trades	3	-12.6%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	3.7%	0	0	0.0%	0.0%					
10 Clerical Personnel	14	-7.7%	8.0%	0	0	8.0%	4.0%	0	3	4.0%	0	0	-3	0	0.0%	76.3%	3	3	100.0%	100.0%					
11 Intermediate Sales & Service	8	4.0%	8.0%	2	2	11.8%	4.0%	1	3	4.0%	0	0	7	2	74.2%	74.2%	-6	-5	0.0%	20.0%					
12 Semi-Skilled Manual	11	2.9%	0	0	0	8.7%	0	0	0	0.0%	0	0	0	0	0.0%	16.3%	0	0	18.2%	18.2%					
13 Other Sales & Service	2	26.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	-1	0	0.0%	64.1%	1	1	100.0%	100.0%					
14 Other Manual Workers	30	-4.7%	0.0%	0	0	10.7%	3.0%	3	3	3.0%	0	0	3	1	18.0%	18.9%	-3	-2	10.0%	13.3%					
Total	109	-1.2%	0	0	0	7.5%	3.0%	0	0	0.0%	0	0	10	6	0.0%	34.8%	-10	-4	25.7%	31.2%					

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals	
	#	%	#	%	
01 Senior Managers	1	0.0	1	0.0	
02 Middle & Other Managers	1	0.0	2	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	1	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	2	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	1	0.0	2	0.0	
Total	6	0.0	5	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Sprung Instant Structures Ltd.

2018-01-31

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees																	First/Previous Short-term Goals					Aboriginal Peoples				
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years								
		2016-03-11	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually		Over 3 Years	2016						2019							
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%									
	01 Senior Managers	6	0.0%		0	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%		0	9.5%		0	0	1	0.0%	0	-1	0	0.0%	2.2%	1	1	10.0%	10.0%								
03 Professionals	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%		0	0.0%		0	0	0	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	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%		0	28.6%		0	0	0	0.0%	0	0	0	0.0%	6.0%	0	0	0.0%	0.0%								
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!								
09 Skilled Crafts & Trades	3	-12.6%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	6.3%	0	0	0.0%	0.0%								
10 Clerical Personnel	14	-7.7%	5.0%	2	8.0%	2.0%	1	3	0	2.0%	0	1	1	8.1%	8.1%	-1	0	0.0%	6.3%								
11 Intermediate Sales & Service	8	4.0%		0	11.8%		0	0	2	0.0%	0	-1	0	0.0%	7.7%	1	1	25.0%	25.0%								
12 Semi-Skilled Manual	11	2.9%	5.0%	2	8.7%	2.0%	1	3	0	2.0%	0	1	1	8.5%	8.5%	-1	0	0.0%	7.7%								
13 Other Sales & Service	2	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	10.9%	0	0	0.0%	0.0%								
14 Other Manual Workers	30	-4.7%	5.0%	5	10.7%	2.0%	2	7	2	2.0%	0	2	1	12.8%	12.8%	-2	-1	6.7%	8.6%								
Total	109	-1.2%		0	7.5%		0	0	7	0.0%	0	1	3	0.0%	7.7%	-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)^{1/3} - 1) x 100.

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	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	1	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	1	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	1	0.0	1	0.0	
Total	3		1		

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

**Sprung Instant Structures Ltd.
2018-01-31**

Data for First/Previous Goals

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
From Workforce Analysis																					
From Workforce Analysis [‡]																					
Data sources:																					

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees												Persons with Disabilities									
	Growth (New Positions)			Turnover (Replacement of Employees)			Turnover (Replacement of Terminated Employees)			Turnover (Replacement of Terminated Employees)			3 Year Goals			Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
	Number	Actual Annually	Projected Annually	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	From - To	2016	2019						%	#
01/02 Managers	16	1.6%	0	4.8%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	4.3%	0.0%	0	0	0	6.3%	6.3%
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%	0	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	9	0.0%	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
05 Supervisors	0	0.0%	0	0.0%	0	0	2.0%	0	0	0	0	7.8%	0	0	0	7.8%	7.8%	0	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	12	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%
07 Administrative & Sr Clerical	4	-9.1%	0	28.6%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	3	-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%	0.0%
10 Clerical Personnel	14	-7.7%	0	8.0%	0	1	2.0%	0	0	0	0	0.0%	0	0	0	7.0%	5.6%	-1	0	0	0.0%	0.0%
11 Intermediate Sales & Service	8	4.0%	0	11.8%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	4.8%	0	0	0	0.0%	0.0%
12 Semi-Skilled Manual	11	2.9%	0	8.7%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	4.8%	6.3%	-1	0	0	0.0%	0.0%
13 Other Sales & Service	2	26.0%	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	5.3%	0	0	0	0.0%	0.0%
14 Other Manual Workers	30	-4.7%	0	10.7%	0	0	0.0%	0	0	0	3	0.0%	0	0	0	5.3%	5.3%	1	0	0	10.0%	10.0%
Total	109	-1.2%	0	7.5%	0	0	0.0%	0	0	0	4	0.0%	0	0	0	0.0%	#REF!	-2	1	0	3.7%	5.3%

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

Table 6: Persons with Disabilities

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

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

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Number	Growth (New Positions)			Turnover (Replacement of Employees)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number 2016-03-11	Turnover (Replacement of Terminated Employees)			3 Year Goals			Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			From - To	2016	2019								
		2016-03-11	Annually	%	Annually	%	#	Annually	%	#			Annually	%	%	%	%	%					
01 Senior Managers	6	0.0%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	10.1%	10.1%	-1	0	0.0%	16.7%		
02 Middle & Other Managers	10	3.2%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	15.0%	15.0%	-2	-1	0.0%	10.0%		
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	0.0%	0.0%	0	0	0.0%	#DIV/0!		
04 Semi-Professionals & Tech	9	0.0%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	24.8%	24.8%	-2	-1	0.0%	11.1%		
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	#DIV/0!		
06 Supervisors: Crafts & Trades	12	0.0%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	7	0	0.0%	0.0%	0	10.0%	10.0%	6	6	58.3%	58.3%		
07 Administrative & Sr Clerical	4	-9.1%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	1	0	0.0%	0.0%	0	3.4%	3.4%	1	1	25.0%	25.0%		
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	#DIV/0!		
09 Skilled Crafts & Trades	3	-12.6%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	3	0	0.0%	0.0%	0	12.8%	12.8%	3	3	100.0%	100.0%		
10 Clerical Personnel	14	-7.7%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	4.2%	4.2%	-1	0	7.1%	7.1%		
11 Intermediate Sales & Service	8	4.0%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	1	0	0.0%	0.0%	0	6.7%	6.7%	0	0	12.5%	12.5%		
12 Semi-Skilled Manual	11	2.9%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	1	0	0.0%	0.0%	0	4.3%	4.3%	1	1	9.1%	9.1%		
13 Other Sales & Service	2	26.0%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	10.0%	10.0%	0	0	0.0%	0.0%		
14 Other Manual Workers	30	-4.7%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	10	0	0.0%	0.0%	0	5.9%	5.9%	8	8	33.3%	33.3%		
Total	109	-1.2%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	23	0	0.0%	0.0%	-13	8.8%	8.8%	13	17	21.1%	24.8%		

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	#	%	
01 Senior Managers	1	0.0	
02 Middle & Other Managers	1	0.0	
03 Professionals	0	0.0	
04 Semi-Professionals & Tech	1	0.0	
05 Supervisors	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	
07 Administrative & Sr Clerical	0	0.0	
08 Skilled Sales & Service	0	0.0	
09 Skilled Crafts & Trades	0	0.0	
10 Clerical Personnel	1	0.0	
11 Intermediate Sales & Service	0	0.0	
12 Semi-Skilled Manual	0	0.0	
13 Other Sales & Service	0	0.0	
14 Other Manual Workers	0	0.0	
Total	4	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Sprung Instant Structures Ltd.

2018-01-31

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2017-12-31		Annually	Over 3 Years						From - To YYYY - YYYY
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
	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	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	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	12	0.0%	4.0%	1	0.0%	0.0%	0	1	0	0.0%	0	0	0	0.0%	3.1%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	3	-9.1%	18.0%	2	28.6%	0.0%	0	2	2	0.0%	0	2	2	100.0%	89.0%	-1	0	66.7%	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%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	2	-12.6%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	3.7%	0	0	0.0%	0.0%	
10 Clerical Personnel	11	-7.7%	5.0%	2	8.0%	0.0%	0	2	11	0.0%	0	-1	0	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	0.0%	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	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	0.0%	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)^{1/3} - 1) x 100.

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	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
Part 3: Goals
Sprung Instant Structures Ltd.
2018-01-31

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			From - To	2020									
		2017-12-31	Annually	#	Annually	Annually	#			2017	%									
01 Senior Managers	6	0.0%	15.0%	3	0.0%	0.0%	3	0	0.0%	0.0%	0	0	0.0%	0.0%	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	11	3.2%	14.0%	5	9.5%	9.0%	8	1	9.0%	0.0%	0	-1	0	0.0%	2.2%	1	1	9.1%	6.3%	
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%	0	0	0.0%	#DIV/0!	
04 Semi-Professionals & Tech	9	0.0%	18.0%	5	0.0%	0.0%	5	0	0.0%	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	0.0%	0.0%	0	0	0.0%	#DIV/0!	
06 Supervisors: Crafts & Trades	12	0.0%	4.0%	1	0.0%	0.0%	1	2	0.0%	0.0%	0	-1	0	0.0%	4.3%	1	1	16.7%	15.4%	
07 Administrative & Sr Clerical	3	-9.1%	18.0%	2	28.6%	0.0%	2	0	0.0%	0.0%	0	0	0	0.0%	6.0%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	#DIV/0!	
09 Skilled Crafts & Trades	2	-12.6%	0.0%	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	6.3%	0	0	0.0%	0.0%	
10 Clerical Personnel	11	-7.7%	5.0%	2	8.0%	0.0%	2	0	0.0%	0.0%	0	1	1	50.0%	8.1%	-1	-1	7.7%	7.7%	
11 Intermediate Sales & Service	9	4.0%	38.0%	10	11.8%	14.0%	14	2	14.0%	1.0%	1	0	0	0.0%	7.7%	1	1	22.2%	5.3%	
12 Semi-Skilled Manual	12	2.9%	8.0%	3	0.0%	0.0%	3	0	0.0%	0.0%	0	1	1	33.0%	8.5%	-1	-1	0.0%	0.0%	
13 Other Sales & Service	4	26.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	10.9%	0	0	0.0%	0.0%	
14 Other Manual Workers	26	-4.7%	5.0%	4	10.7%	5.0%	8	2	5.0%	0.0%	0	2	3	40.0%	12.8%	-1	-1	7.7%	16.7%	
Total	105	-1.2%	0.0%	0	7.5%	0.0%	0	0	0.0%	0.0%	0	1	0	0.0%	7.5%	-1	-1	6.7%	6.7%	

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	0%	3%	
02 Middle & Other Managers	0%	2%	
03 Professionals	0%	0%	
04 Semi-Professionals & Tech	0%	3%	
05 Supervisors	0%	0%	
06 Supervisors: Crafts & Trades	0%	4%	
07 Administrative & Sr Clerical	0%	6%	
08 Skilled Sales & Service	0%	9%	
09 Skilled Crafts & Trades	0%	8%	
10 Clerical Personnel	0%	8%	
11 Intermediate Sales & Service	0%	8%	
12 Semi-Skilled Manual	33%	9%	
13 Other Sales & Service	0%	11%	
14 Other Manual Workers	40%	13%	
Total	0.0	0.0	

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

Sprung Instant Structures Ltd.

2018-01-31

Data for Subsequent/Current Goals

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

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

Employment Equity Occupational Group (EOCG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			From - To	%								
01/02 Managers	17	1.6%	15.0%	8	4.8%	9.0%	5	13	0	9.0%	0	0	0	0.0%	0.0%	-1	0	0.0%	0.0%
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	0	0.0%	0.0%
04 Semi-Professionals & Tech	9	0.0%	18.0%	5	0.0%	0.0%	0	5	0	0.0%	0	0	0	16.5%	4.6%	0	0	0.0%	7.1%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	12	0.0%	4.0%	1	0.0%	0.0%	0	1	0	0.0%	0	0	0	100.0%	7.8%	-1	0	0.0%	7.7%
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	0.0%	0.0%
09 Skilled Crafts & Trades	2	-12.6%	5.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	3.8%	0	0	0.0%	0.0%
10 Clerical Personnel	11	-7.7%	5.0%	2	8.0%	0.0%	0	2	0	0.0%	0	0	0	50.0%	7.0%	-1	0	0.0%	7.7%
11 Intermediate Sales & Service	9	4.0%	38.0%	10	11.8%	14.0%	0	10	0	14.0%	0	0	0	10.0%	5.6%	-1	0	0.0%	5.3%
12 Semi-Skilled Manual	12	2.9%	8.0%	3	8.7%	0.0%	5	8	0	0.0%	0	0	0	33.0%	4.8%	-1	2	0.0%	20.0%
13 Other Sales & Service	4	26.0%	0.0%	4	0.0%	0.0%	0	4	0	0.0%	0	0	0	0.0%	6.3%	1	1	0.0%	25.0%
14 Other Manual Workers	26	-4.7%	5.0%	4	10.7%	5.0%	0	4	2	5.0%	0	0	0	0.0%	5.3%	1	0	0.0%	7.7%
Total	105	-1.2%	0.0%	0	7.5%	0.0%	16	16	4	0.0%	0	0	0	0.0%	5.5%	-2	-2	0.0%	3.8%

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOCG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
01/02 Managers	0%	0%	
03 Professionals	0%	0%	
04 Semi-Professionals & Tech	17%	5%	
05 Supervisors	0%	0%	
06 Supervisors: Crafts & Trades	100%	8%	
07 Administrative & Sr Clerical	0%	3%	
08 Skilled Sales & Service	0%	0%	
09 Skilled Crafts & Trades	0%	4%	
10 Clerical Personnel	50%	7%	
11 Intermediate Sales & Service	10%	6%	
12 Semi-Skilled Manual	33%	5%	
13 Other Sales & Service	0%	6%	
14 Other Manual Workers	0%	5%	
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Sprung Instant Structures Ltd.

2018-01-31

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2017-12-31		Annually	Over 3 Years					
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	%	%		
	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%
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	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	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	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	12	0.0%	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%	1	0	9.1%	7.7%
11 Intermediate Sales & Service	9	4.0%	38.0%	10	11.8%	14.0%	4	14	1	14.0%	0	0	0	0.0%	6.7%	0	0	11.1%	5.3%
12 Semi-Skilled Manual	12	2.9%	8.0%	3	8.7%	0.0%	0	3	0	0.0%	0	1	1	33.0%	4.3%	-1	0	0.0%	6.7%
13 Other Sales & Service	4	26.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	10.0%	0	0	0.0%	0.0%
14 Other Manual Workers	26	-4.7%	5.0%	4	10.7%	5.0%	4	8	12	5.0%	2	-8	0	0.0%	5.9%	10	8	46.2%	33.3%
Total	105	-1.2%	0.0%	0	7.5%	0.0%	0	0	23	0.0%	0	-13	0	0.0%	9.1%	13	13	21.9%	21.9%

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
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 & Trades	0%	10%	
07 Administrative & Sr Clerical	0%	3%	
08 Skilled Sales & Service	0%	0%	
09 Skilled Crafts & Trades	0%	13%	
10 Clerical Personnel	0%	4%	
11 Intermediate Sales & Service	0%	7%	
12 Semi-Skilled Manual	33%	4%	
13 Other Sales & Service	0%	10%	
14 Other Manual Workers	0%	6%	
Total	0.0	0.0	

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Federal Contractors Program Achievement Report
Part 4: Results - Women
Sprung Instant Structures Ltd.

2018-01-31

0088890

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y									
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X									
Workforce Analysis																																	
			Workforce						Hires						Flow Data Analysis						Terminations												
Employment Equity (EEOG)	Occupational Group	Year	All Employees	#	Representation			Availability			All Employees			Women			All Employees			Women			All Employees			Women							
					Representation	#	%	Availability	#	%	Emps	#	%	Actual	#	%	Expected	#	%	Difference	#	%	Actual	#	%	Expected	#	%	Difference	#	%		
					2016	6	0.0	27.4	2	0.0		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
					2017	6	0.0	27.4	2	0.0		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
					2020	0	0.0		0	0.0		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
2017	10	10.0	38.9	4	-3	25.7		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0				
2016	6	0.0	27.4	2	0.0		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
2017	11	9.1	38.9	4	-3	23.4	2	1	50.0	1	50.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0				
2016	0	0.0		0	0.0		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
2017	9	33.3	33.2	3	0	100.4	0	0	100.4	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
2016	3	33.3	33.2	3	0	100.4	0	0	100.4	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
2016	0	0.0		0	0.0		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
2016	12	0.0	3.1	0	0.0		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
2017	12	0.0	3.1	0	0.0		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			

Data sources: Part 2: Flow Data Analysis Part 2: Flow Data Analysis Part 3: E + D x 100 Part 3: E + G x 100 Part 3: E + H x 100 Part 3: F + 1 x 100 Part 3: Goals 100 Part 3: E + K x 100 Part 3: Goals 100 Part 3: F + M x 100

Employment Equity (EEOG)			New Entrants				Short-term Goals				Long-term Goals				Comments
Occupational Group	Year	#	Flow Data		Women		Goals		Women		Goals		Women		
			All Employees	Actual	%	Goal	% of Goal Met	Goal	%	Goal	% of Goal Met	Goal	%	Goal	
01	Senior Managers	2017	0	0	0.0	1	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
		2020	0	0	0.0		0.7	0.0	0.0		0.3	0.0	0.0	0.0	
02	Middle & Other Managers	2017	1	0	0.0	1	0.0	0.0	0.0	0.0	2	0.0	0.0	0.0	
		2020	1	0	0.0		0.6	0.0	0.0	0.4	0.0	0.0	0.0	0.0	
03	Professionals	2017	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0		0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
04	Semi-Professionals & Technicians	2017	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0		0.3	0.0	0.0	0.3	0.0	0.0	0.0	0.0	
05	Supervisors	2017	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0		0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
06	Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0		0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 4: Results - Women
Sprung Instant Structures Ltd.

008896

2018-01-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y		
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis
<p align="center">Workforce Analysis</p>																										
<p align="center">Flow Data Analysis</p>																										
<p align="center">Employment Equity Occupational Group (EEOG)</p>																										
Year	#	All Employees						Women						All Employees						Women						
		Representation %	Availability %	Cap	EE Result %	Employees #	Actual #	Expected #	Difference #	Employees #	Actual #	Expected #	Difference #	Employees #	Actual #	Expected #	Difference #	Employees #	Actual #	Expected #	Difference #					
07	Administrative & Senior Clerical	2016	4	3	75.0	89.0	4	-1	84.3																	
08	Skilled Sales & Service Personnel	2016	3	2	66.7	89.0	3	-1	74.9																	
09	Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
10	Clerical Personnel	2016	2	0	0.0	3.7	0	0	0.0																	
11	Intermediate Sales & Service Personnel	2016	14	14	100.0	76.3	11	3	131.1																	
12	Semi-Skilled Manual Workers	2016	11	11	100.0	76.3	8	3	131.1																	
2017		2017	8	0	0.0	74.2	6	-6	0.0																	
2017		2017	9	1	11.1	74.2	7	-6	15.0																	
2017		2017	11	2	18.2	16.3	2	0	111.5																	
2017		2017	12	3	25.0	16.3	2	1	153.4																	

Year	#	All Employees						Women						All Employees						Women						
		Representation %	Availability %	Cap	EE Result %	Employees #	Actual #	Expected #	Difference #	Employees #	Actual #	Expected #	Difference #	Employees #	Actual #	Expected #	Difference #	Employees #	Actual #	Expected #	Difference #					
2017		2017	1	-1	100.0	1	-100.0	0.0	0.0																	
2020		2020	-1	-1	100.0			1.0	10000.0																	
2017		2017	0	0	0.0	0	0.0	0.0	0.0																	
2020		2020	0	0	0.0	0	0.0	0.0	0.0																	
2017		2017	0	0	0.0	0	0.0	0.0	0.0																	
2020		2020	0	0	0.0	0	0.0	0.0	0.0																	
2017		2017	-1	-1	100.0	0	0.0	0.0	0.0																	
2020		2020	-1	-1	100.0			0.0	0.0																	
2017		2017	0	0	0.0	2	0.0	0.0	0.0																	
2020		2020	0	0	0.0			0.9	11236.0																	
2017		2017	0	0	0.0	0	0.0	0.0	0.0																	
2020		2020	0	0	0.0	0	0.0	0.0	0.0																	
2017		2017	0	0	0.0	0	0.0	0.0	0.0																	
2020		2020	0	0	0.0	0	0.0	0.0	0.0																	
2017		2017	0	0	0.0	0	0.0	0.0	0.0																	
2020		2020	0	0	0.0	0	0.0	0.0	0.0																	
2017		2017	0	0	0.0	0	0.0	0.0	0.0																	
2020		2020	0	0	0.0	0	0.0	0.0	0.0																	

Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments						
		All Employees #	Women Actual #	Women %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %												
07	Administrative & Senior Clerical	2017	-1	-1	100.0	1	-100.0	0.0	0.0																	
08	Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0																	
09	Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0																	
10	Clerical Personnel	2017	-1	-1	100.0	0	0.0	0.0	0.0																	
11	Intermediate Sales & Service Personnel	2017	0	0	0.0	2	0.0	0.0	0.0																	
12	Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0																	
		2020	0	0	0.0	0	0.0	0.0	0.0																	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Sprung Instant Structures Ltd.

2018-01-31

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	2	2	100.0	64.1	1	1	156.0																	
	2017	4	3	75.0	64.1	3	0	117.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	30	3	10.0	18.9	6	-3	52.9																	
	2017	26	2	7.7	18.9	5	-3	40.7	3	0	0.0	1	-1	0	0	0.0	0	0	0	3	0	0.0	0	0	
Total	2016	109	28	25.7	34.8	38	-10	73.8																	
	2017	105	26	24.8	34.8	37	-11	71.2	7	1	14.3	2	-1	0	0	0.0	0	0	0	8	3	37.5	2	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 + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.3	0.0			0.6	0.0		
14 Other Manual Workers	2017	0	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2020	0	0	0.0			0.6	0.0			0.2	0.0		
Total	2017	-1	-2	200.0	6	-33.3	0.0	0.0	5	-40.0	0.0	0.0		
	2020	-1	-2	200.0			0.0	0.0			0.0	0.0		

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

Occupational Group (EOG)	Year	Workforce Analysis										Hires					Flow Data Analysis					Terminations			
		All Employees			Aboriginal Peoples			All Employees				Aboriginal Peoples		All Employees			Aboriginal Peoples		All Employees			Aboriginal Peoples			
		#	%	Goal	#	%	Goal	#	%	Gap	EE Result	#	%	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference
01 Senior Managers	2016	6	0.0	2.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
	2017	6	0.0	2.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2016	10	10.0	2.2	0	454.5	1	413.2	2	0	0	0	0	0	0	0.0	0	0	0	1	0	0	0	0	
	2017	11	9.1	2.2	0	1	413.2	2	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	
03 Professionals	2016	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	
	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	0	
04 Semi-Professionals & Technicians	2016	9	0.0	3.0	0	0	0.0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	
	2017	9	0.0	3.0	0	0	0.0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	
05 Supervisors	2016	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	
	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	0	
06 Supervisors: Crafts & Trades	2016	12	16.7	4.3	1	387.6	1	387.6	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	
	2017	12	16.7	4.3	1	387.6	1	387.6	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	E + H x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Occupational Group (EOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Aboriginal Peoples		Aboriginal Peoples			Aboriginal Peoples			
		#	#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0.0							
02 Middle & Other Managers	2017	1	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	0	0.0							
03 Professionals	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0.0							
04 Semi-Professionals & Technicians	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0.0							
05 Supervisors	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0.0							
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0.0							

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Sprung Instant Structures Ltd.

2018-01-31

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees		Aboriginal Peoples						All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples					
		#	#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference			
13 Other Sales & Service Personnel	2016	2	0	0.0	10.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2017	4	0	0.0	10.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	30	2	6.7	12.8	4	-2	52.1	3	0	0.0	0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
	2017	26	2	7.7	12.8	3	-1	60.1	3	0	0.0	0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
Total	2016	109	7	6.4	7.7	8	-1	83.4	7	0	0.0	1	-1	0	0	0.0	0	0	0	8	0	0.0	1	-1	
	2017	105	7	6.7	7.5	8	-1	88.9	7	0	0.0	1	-1	0	0	0.0	0	0	0	8	0	0.0	1	-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 ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.1	0.0		
14 Other Manual Workers	2017	0	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	0	0	0.0			0.4	0.0			0.1	0.0		
Total	2017	-1	0	0.0	3	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	-1	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
Sprung Instant Structures Ltd.

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2018-01-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																						
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	E + H Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X
Data sources:																								↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
Employment Equity Occupational Group (EEOG)		Year	All Employees #	Workforce Analysis			All Employees #	Hires			Promotions			Terminations																																
				Representation %	Availability %	Gap #		EE Result %	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #																													
01 & Managers	2016	16	1	6.3	4.3	1	0	145.3	2	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0																						
02	2017	17	1	5.9	4.3	1	0	136.8	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0																						
03	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0																						
03	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	0	0																						
04	2016	9	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0																						
04	2017	9	0	0.0	4.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0																						
05	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0																						
05	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	0	0																						
06	2016	12	0	0.0	7.8	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0																						
06	2017	12	0	0.0	7.8	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0																						

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees #	Persons with Disabilities		Goal #	Persons with Disabilities		Goal #	Persons with Disabilities		
			Actual	%		Percent of Goal Met	%		Percent of Goal Met	%	
01 & Managers	2017	1	0	0.0	0	0.0	0	0.0	0.0	0.0	
02	2020	1	0	0.0	0	0.0	0	0.0	0.0	0.0	
03	2017	0	0	0.0	0	0.0	0	0.0	0.0	0.0	
03	2020	0	0	0.0	0	0.0	0	0.0	0.0	0.0	
04	2017	0	0	0.0	0	0.0	0	0.0	0.0	0.0	
04	2020	0	0	0.0	0	0.0	0	0.0	0.0	0.0	
05	2017	0	0	0.0	0	0.0	0	0.0	0.0	0.0	
05	2020	0	0	0.0	0	0.0	0	0.0	0.0	0.0	
06	2017	0	0	0.0	0	0.0	0	0.0	0.0	0.0	
06	2020	0	0	0.0	0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
Sprung Instant Structures Ltd.

008897

2018-01-31

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

Occupational Group (EOG)	Year	All Employees	Workforce Analysis				Hires				Promotions				Terminations								
			Representation %	Availability %	Gap #	EE Result %	Actual #	Expected #	Difference #	All Employees #	Actual #	Expected #	Difference #	All Employees #	Actual #	Expected #	Difference #						
07 Administrative & Senior Clerical	2016	4	0.0	3.4	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
07 Administrative & Senior Clerical	2017	3	0.0	3.4	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	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
09 Skilled Crafts & Trades Workers	2016	3	0.0	3.8	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	2017	2	0.0	3.8	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2016	14	0.0	7.0	1	-1	0.0	0	0.0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
10 Clerical Personnel	2017	11	0.0	7.0	1	-1	0.0	0	0.0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
11 Intermediate Sales & Service Personnel	2016	8	0.0	5.6	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
11 Intermediate Sales & Service Personnel	2017	9	0.0	5.6	1	-1	0.0	0	0.0	1	0	0	0	0	0	0	0	0	1	0	0	0	0
12 Semi-Skilled Manual Workers	2016	11	0.0	4.8	1	-1	0.0	0	0.0	1	0	0	0	0	0	0	0	0	1	0	0	0	0
12 Semi-Skilled Manual Workers	2017	12	0.0	4.8	1	-1	0.0	0	0.0	1	0	0	0	0	0	0	0	0	1	0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	All Employees	New Entrants			Short-term Goals			Long-term Goals			Comments
			Persons with Disabilities	Actual	Goal	Percent of Goal Met	Persons with Disabilities	Goal	Percent of Goal Met	Persons with Disabilities	Goal	
07 Administrative & Senior Clerical	2017	-1	0.0	0	0	0.0	0	0.0	0	0.0	0.0	
07 Administrative & Senior Clerical	2020	-1	0.0	0	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	0.0	
08 Skilled Sales & Service Personnel	2020	0	0.0	0	0	0.0	0	0.0	0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2017	0	0.0	0	0	0.0	0	0.0	0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2020	0	0.0	0	0	0.0	0	0.0	0	0.0	0.0	
10 Clerical Personnel	2017	-1	0.0	0	1	0.0	0	0.0	1	0.0	0.0	
10 Clerical Personnel	2020	-1	0.0	0	1	0.0	0	0.5	0	0.1	0.0	
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0	0.0	0	0.0	0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2020	0	0.0	0	0	0.0	0	0.1	0	0.1	0.0	
12 Semi-Skilled Manual Workers	2017	0	0.0	0	1	0.0	0	0.0	1	0.0	0.0	
12 Semi-Skilled Manual Workers	2020	0	0.0	0	1	0.0	0	0.3	0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Sprung Instant Structures Ltd.

2018-01-31

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis															
		Workforce									Hires			Promotions			Terminations									
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities										
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	2	0	0.0	6.3	0	0	0.0																		
	2017	4	1	25.0	6.3	0	1	396.8	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	30	3	10.0	5.3	2	1	188.7																		
	2017	26	2	7.7	5.3	1	1	145.1	3	0	0.0	0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0	0
Total	2016	109	4	3.7	5.5	6	-2	66.7																		
	2017	105	4	3.8	5.5	6	-2	69.3	7	0	0.0	0	0	0	0	0	0.0	0	0	0	8	0	0.0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.1	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.1	0.0		
Total	2017	-1	0	0.0	2	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2020	-1	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 7: Results - Members of Visible Minorities
Sprung Instant Structures Ltd.

2018-01-31

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

Employment Equity (EEOG) Occupational Group	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		Flow Data		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		
		All Employees #	Actual #	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
01 Senior Managers	2017	0	0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	1	0.0	0	0.2	0	0.0	0	0.1	0	0.0	
02 Middle & Other Managers	2017	1	0	1	0.0	1	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	0	1	0.0	1	0.4	0	0.0	0	0.2	0	0.0	
03 Professionals	2017	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
04 Semi-Professionals & Technicians	2017	0	0	1	0.0	1	0.0	0	0.0	1	0.0	0	0.0	
	2020	0	0	1	0.0	1	1.0	0	0.0	0	0.2	0	0.0	
05 Supervisors	2017	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2017	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0	0.0	0	0.0	0	0.0	0	0.1	0	0.0	

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

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Sprung Instant Structures Ltd.

2018-01-31

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2016	4	1	25.0	3.4	0	1	735.3																	
	2017	3	0	0.0	3.4	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	3	3	100.0	12.8	0	3	781.3																	
	2017	2	2	100.0	12.8	0	2	781.3	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	14	0	0.0	4.2	1	-1	0.0																	
	2017	11	1	9.1	4.2	0	1	216.5	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	8	1	12.5	6.7	1	0	186.6																	
	2017	9	1	11.1	6.7	1	0	165.8	1	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	11	1	9.1	4.3	0	1	211.4																	
	2017	12	0	0.0	4.3	1	-1	0.0	1	0	0.0	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 ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2017	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	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	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.1	0.0		
10 Clerical Personnel	2017	-1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-1	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.1	0.0		
12 Semi-Skilled Manual Workers	2017	0	-1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	-1	0.0			0.3	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Sprung Instant Structures Ltd.

2018-01-31

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	2	0	0.0	10.0	0	0	0.0																
	2017	4	0	0.0	10.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	30	10	33.3	5.9	2	8	565.0																
	2017	26	12	46.2	5.9	2	10	782.3	3	1	33.3	0	1	0	0	0.0	0	0	0	3	1	33.3	1	0
Total	2016	109	23	21.1	8.8	10	13	239.8																
	2017	105	23	21.9	9.1	10	13	240.7	7	1	14.3	1	0	0	0	0.0	0	0	0	8	2	25.0	2	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	0	0	0.0			0.0	0.0			0.1	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	0	0	0.0			0.0	0.0			0.1	0.0		
Total	2017	-1	-1	100.0	4	-25.0	0.0	0.0	2	-50.0	0.0	0.0		
	2020	-1	-1	100.0			0.0	0.0			0.0	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.

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

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.

Additional Details

Please 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
 Received: Not able to locate the date received in the system
 Closed: 2016-04-08
 Workforce 2016-03-11
 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:

Yes No

Comments:

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

Yes No

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%)
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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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3 years or more) # 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 Personnel	-1	NR	NR	66.7	89.0
11	Intermediate Sales & Service 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3 years or more) # 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
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:

- 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.

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' <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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

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@hrsdcc.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!