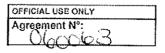
Ressources humaines et Skills Development Canada Développement des compétences Canada

Labour Program Federal Contractors Program



s.24(1)

Agreement to Implement Employment Equity

New Agreement							
Revised Agreement							
	000	ANIZATION		······································	***************************************		
Legal Name of Organization	UKG/	ANIZATION	Parent company	is located catal	In Canada		
Unisys Canada Inc.			C E.C.II. COMPANY	o Routed Gallet	io Omaga		
				Yes	□ No		
Operating Name (if different from Legal Name of Organi	ization)		Procurement Bu	siness Numbe	r		
					PG0001		
			Total number of e (Full-Time/Part-Ti				
Organization's North American Industry Classification S	ystem (NAICS) Cod	e No			S Code Number please		
		visit: http://www.t norme/naics-scial		bjects-sujets/standard- ian02l-eng.htm			
Official use only (if information above is incorrect)	***************************************	***************************************	***************************************	***************************************			
Procurement Business Number	Total number of	employees in Canad	a	I negativativa	NAICS Code No		
	10001100101	emproyees in contact	3	Cidentremoti:	avica cosa Ma		
	HEA	D OFFICE	***************************************	***************************************			
ddress (building number, street, suite, etc.)		City		Province	Postal Code		
001 Sheppard Ave E, Suite 200		Toronto		ON	И2Ј 427		
		Telephone Number		Fax Number			
		416-495-0515					
	EMPLOYMENT	EQUITY CONT	ACT				
ame (print)		Title					
ruce Markowitz elephone Number		Country HR P E-mail Address	<u>'ractice Lea</u>	der	***************************************		
1.6-495-4485		bruce.markow	itz@nnisus	n cum			
		75.77		A400	***************************************		
	CERT	FICATION		***************************************			
ne above-named organization: having a combined workforce of 100 or more p 12 weeks or more in Canada, AND	ermanent full-time	e, permanent part-l	ime and tempora	ry employees	having worked		
Intending to bid on, or being in receipt of, a fed Supply Arrangement, valued at \$1,000,000 or r	eral government g nore (Including ar	goods or services o	contract, standing	offer or contr	act issued under a		
ereby certifies its commitment to implement or ma	aintain employme	nt equity on an on-	going basis, bevo	nd the period	of the procurement		
strument, in keeping with the Federal Contractor ease refer to: <u>http://www.hrsdc.gc.ca/eng/labour/r</u>	s Program require	ments. For more k	nformation on ho	v to implemen	it employment equity		
aportent note: If an audit of the Agreement to Im e procurement instrument(s) with the Governmen	plement Employm It of Canada may	tent Equity uncove be terminated.	rs misrepresenta	ion on the pa	t of the organization		
	SIGN	IATORY					
OTE: The signatory must be the Chief Executive contract on behalf of the organization.	Officer OR an au	thorized person in	an executive pos	ition with lega	authority to sign a		
me (print)	ì	Title			······································		
.m Feick		President	annesses and the second	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	Madesconness (Milliothiae contraint (Milliothiae contraint contrai		
ephone Number 5-274-1356		E-mail Address	i				
nature	**************************************	tim.feick@un Date	rola com				
1212		2013-07-22					
	RETURN IN	STRUCTIONS					
PORTANT			***************************************				
 The original copy of the signed Agreement t at: (819) 953-8768 or by e-mail at: <u>ee-eme@t</u> 	o Implement Em	ployment Equity I	form must be se	nt to the Lab	our Program fax,		

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2013-11-01 to 2017-10-13

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

		Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	69	0	0	69
Québec	12	0	0	12
Nova Scotia	60	0	0	60
New Brunswick	15	0	0	15
Manitoba	3	0	0	3
British Columbia	16	0	0	16
Saskatchewan	5	0	0	5
Alberta	10	0	0	10
Newfoundland and Labrador	1	0	0	1
Total Employees in Cana	ada 🕨			191

Census Metropolitan Areas										
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees						
Calgary	3	0	0	3						
Edmonton	2	0	0	2						
Halifax	41	0	0	41						
Montréal	1	0	0	1						
Regina	3	0	0	3						
Toronto	11	0	0	11						
Vancouver	3	0	0	3						
Winnipeg	3	0	0	3						
Moncton	1	0	0	1						
Saint John	1	0	0	1						
Québec	1	0	0	1						
Kingston	1	0	0	1						
Ottawa - Gatineau	5	0	0	5						
Oshawa	4	0	0	4						
Hamilton	2	0	0	2						
Kitchener - Cambridge - Waterloo	1	0	0	1						

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2013-11-01 to 2017-10-13

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
London	2	0	0	2
Windsor	1	0	0	1
Thunder Bay	1	0	0	1
Saskatoon	2	0	0	2
Barrie	1	0	0	1
Kelowna	1	0	0	1
Victoria	1	0	0	1
Alta. less CMA	s 5	0	0	5
B.C. less CMA	s 11	0	0	11
N.B. less CMA	13	0	0	13
N.S. less CMA	19	0	0	19
Nfld.Lab. less CMA	1	0	0	1
Ont. less CMA	s 40	0	0	40
Que. less CMA	s 10	0	0	10
Total Employe	es in Canad	a >		191



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2013-11-01 to 2017-10-13

Occupational Group		,	All Employee:	s	Ab	original Peor	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	11	6	5							1		1
	Total	11	6	5							1		1
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	65	40	25				4	3	1	14	8	6
	Total	65	40	25				4	3	1	14	8	6
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	104	93	11	2	2		1	1		39	37	2
	Total	104	93	11	2	2		1	1		39	37	2
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									

Page 1 of 2 Canada

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2013-11-01 to 2017-10-13

Occupational Group		,	All Employee:	5	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible N	1inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4	3	1									
	Total	4	3	1									
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	6	2	4	1		1	1		1			
	Total	6	2	4	1		1	1		1			
Total Number of Employees		191	144	47	3	2	1	6	4	2	54	45	9

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2013-11-01 to 2017-10-13

		All Employees		Al	poriginal People	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	191	144	47	3	2	1	6	4	2	54	45	9
Total Number of Employees	191	144	47	3	2	1	6	4	2	54	45	9

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

Reporting Period 2013-11-01 to 2017-10-13

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	3	1	2							1		1
Professionals	27	9	18				1	1		9	5	4
Semi-Professionals and Technicians	32	29	3	1	1					16	15	1
Skilled Sales and Service Personnel	4	1	3									
Clerical Personnel	2		2	1		1						
Total Number of Employees Hired	68	40	28	2	1	1	1	1		26	20	6

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

Reporting Period 2013-11-01 to 2017-10-13

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

Reporting Period 2013-11-01 to 2017-10-13

		All Employees		А	boriginal Peopl	les	Perso	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	7	5	2							1	1	
Professionals	30	14	16				1	1		5	3	2
Semi-Professionals and Technicians	55	51	4				3	3		17	17	
Administrative and Senior Clerical Personnel	4		4				1		1			
Skilled Sales and Service Personnel	5	2	3							1	1	
Total Number of Employees Terminated	101	72	29				5	4	1	24	22	2



Data from P	revious Workfo	rce Analysis
1	1	\

Data from Cu	ırrent Workfo	rce Analysis
1	1	Ţ

Date of P	revious Workforc	e Analysis
YYYY	MM	DD
2015	12	29

Date of C	urrent Workforce	Analysis
YYYY	MM	DD
2017	10	13

		7	Table 1: Women	l	
		Previous Workforce Analysis			
F1	ourset Faults Occurational Custo (FFOC)	All Employees	Women		
Employment Equity Occupational Group (EEOG)			Representation	Availability*	
		#	#	0/0	
01	Senior Managers	0	0	0.0	
02	Middle & Other Managers	14	4	38.9	
03	Professionals	88	38	25.2	
04	Semi-Professionals & Technicians	120	9	8.8	
05	Supervisors	0	0	0.0	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	5	5	85.1	
08	Skilled Sales & Service Personnel	8	3	28.4	
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		235	59	0.0	

Table 5: Women						
Current Workforce Analysis						
All Employees	nen					
	Representation	Availability*				
#	#	%				
0	0	0.0				
11	5	38.9				
64	24	22.8				
104	11	10.1				
0	0	0.0				
0	0	0.0				
1	1	83.5				
4	1	28.7				
0	0	0.0				
6	4	68.3				
0	o	0.0				
0	0	0.0				
0	0	0.0				
0	0	0.0				
190	46	0.0				

* Source	:			
2011 Nat	ional H	ouseholo	ł Survey	

* Source	e:						
				_			
2011 Na	itional	House	ebold.	Surve	V 7		
LAUII ING	••••	11040	UIIUIU.	Juive	Y		

Data from Pi	evious Workfo	orce Analysis
1	Ţ	Ţ

2015	12	29
YYYY	MM	DD
Date of P	revious Workforc	e Analysis

us Workfore	e Analysis	Date of C	urrent Workford	Analysis
MM	DD	YYYY	MM	DD
12	29	2017	10	13

		Table 2: Aboriginal Peoples Previous Workforce Analysis				
Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples			
			Representation	Availability*		
		#	#	0/0		
01	Senior Managers	0	0	0.0		
02	Middle & Other Managers	14	0	2.2		
03	Professionals	88	0	0.9		
04	Semi-Professionals & Technicians	120	0	2.2		
05	Supervisors	0	0	0.0		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	5	0	4.3		
08	Skilled Sales & Service Personnel	8	0	0.8		
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		235	0	0.0		

Table 6: Aboriginal Peoples					
Curre	ent Workforce Ana	ılysis			
All Employees	Aborigina	l Peoples			
	Representation	Availability*			
#	#	%			
0	0	0.0			
11	0	2.2			
64	0	0.8			
104	2	2.2			
0	0	0.0			
0	0	0.0			
1	0	1.5			
4	0	1.0			
0	0	0.0			
6	1	2.9			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			
190	3	0.0			

Data from Current Workforce Analysis

* Sourc	e:			
2011 Na	itional House	hold Survey	y	

Data from Pi	revious Workfo	rce Analysis
1	1	1

Date of P	revious Workforc	e Analysis
YYYY	MM	DD
2015	12	29

Data from	Current Workto	rce Analysis
Ţ	1	Ţ

2017	10	13
VVVV	3434	aa
Date of C	urrent Workforce	Analysis

		Table 3: Members of Visible Minorities Previous Workforce Analysis			
		All Employees	Members of Visible Minorities		
cmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	0	0	0.0	
02	Middle & Other Managers	14	1	15.0	
03	Professionals	88	13	34.6	
04	Semi-Professionals & Technicians	120	42	24.1	
05	Supervisors	0	0	0.0	
06	Supervisors: Crafts & Trades	0	이	0.0	
07	Administrative & Senior Clerical Personnel	5	0	4.7	
08	Skilled Sales & Service Personnel	8	1	18.2	
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	이	0.0	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total		235	57	0.0	

Table 7: Me	mbers of Visible	e Minorities	
Curre	ent Workforce Ana	ulysis	
All Employees Members of Visible Minorit			
	Representation	Availability*	
#	#	%	
0	0	0.0	
11	1	15.0	
64	14	36.4	
104	39	23.9	
0	0	0.0	
0	0	0.0	
1	0	8.2	
4	0	20.8	
0	0	0.0	
6	0	6.4	
0	0	0.0	
0	0	0.0	
0	o	0.0	
0	o	0.0	
190	54	0.0	

*	' So	urce	:							
2	2011	Na	tiona	ıl Ho	useho	ld Sı	ırvey	,		

Data from Pi	revious Workfo	rce Analysis
1	1	1

2015	12	29
YYYY	MM	DD
Date of P	revious Workforc	e Analysis

D	Date of Curren	t Workforce A	malysis
YY	YY	MM	DD

10

13

2017

Data from Current Workforce Analysis

		Table 4:	Persons with Di	sabilities
		Previ	ous Workforce An	alysis
Emplo	yment Fauity Ossunational Chaun (FFOC)	All Employees	Persons with	Disabilities
rmpio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	9/0
01/02	Managers	14	0	4.3
03	Professionals	88	5	3.8
04	Semi-Professionals & Technicians	120	4	4.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	5	1	3.4
08	Skilled Sales & Service Personnel	8	0	3.5
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		235	10	0.0

Table 8:	Persons with Di	sabilities						
Current Workforce Analysis								
All Employees	Persons with	Disabilities						
	Representation	Availability*						
#	#	%						
11	1	4.3						
64	4	3.8						
104	1	4.6						
0	0	0.0						
0	0	0.0						
1	0	3.4						
4	0	3.5						
0	0	0.0						
6	1	7.0						
0	0	0.0						
0	0	0.0						
0	0	0.0						
0	0	0.0						
190	7	0.0						

* Source:			
2011 Nation	al Household S	urvey	

* Sourc	e:			
2011 Na	ational H	ousehold S	Survey	

Part 2: Flow Data Analysis

Unisys Corporation

43034

Start	Date of Flow	Data
YYYY	MM	DD
2015	12	29

End l	Date of Flow	Data
YYYY	MM	DD
2017	10	13

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

			a		з	к	2	ä	81	e	8	è	я		8	۰	8	×	٠	8	e	e	э	×	è	×	ĸ.			×	ē.	8	×	×	8	×	۰	ä	и	×	ä	8	8	z.	×				8	8	ĸ	8	۰	×	а	ø	ö	н	8	а	88	ä	×	В	ø	۰	2	S.	×	n	ø	н		
			3	8	1	A	ĕ		8	ı	8	d			8	ı	8	E		8		8	8	B		81	B					я	8		ø	ľ		3	8	ŧ	8	В	8	в		8	×	×	8	×	×	8	E	8	8	В	3	×	r	3	8	B		8	٥	ø	ŧ	ø	3	×	S	Э	88	
		88	×	۰	s	8	s	×		×	s	×	×	×	×	ø	8	×		8	y	8	8	æ	8	2	8	8	s	×			s	ø	×	3		s	×	×	×	8		×	8				88	æ	×	×	×	×	8	s	1	×	×	×		×	8	ĕ	3		23	×	88	×	æ	×		
																																																e																										

		Table 1:	Women	
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	2	0	0
03 Professionals	27	18	0	0
04 Semi-Professionals & Technicians	32	3	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	4	3	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	2	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 Total	68	28	0	0

F 11 .*		Women	
Full-time /	National	Part-time	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
1	0	0	0
4	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	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
5	3	0	O

	Table 9:	Women	
Full-time	/ National	Part-time	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
7	2	0	0
30	16	0	0
55	4	0	0
0	0	0	0
0	0	0	0
4	4	0	0
5	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	0	0
101	29	0	0

Part 2: Flow Data Analysis

Unisys Corporation

43034

Start	Date of Flow	Data
YYYY	MM	DD
2015	12	29

End l	Date of Flow	Data
YYYY	MM	DD
2017	10	13

Data from Form 4 - Employees Hired

T 1

Data from Form 5 - Employees Promoted

Terminated

		Tab	ole 2: Abor	iginal Peo	ples
		Full-time	/ National	Part-time	/ National
Emp (EE	oloyment Equity Occupational Group OG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	3	0	0	0
03	Professionals	27	0	0	0
04	Semi-Professionals & Technicians	32	1	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	4	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	2	1	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
Tota	1	68	2	0	0

Full-time /	National	Part-time / National									
All Employees Promoted	Aboriginal Peoples Promoted	Peoples All Employees									
#	#	#	#								
0	0	0	0								
1	0	0	0								
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								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
5	0	0	0								

Tabl	e 10: Abo	riginal Peo	ples								
Full-time		Part-time / Nationa									
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated								
#	#	#	#								
0	0	0	0								
7	0	0	0								
30	0	0	0								
55	0	0	0								
0	0	0	0								
0	0	0	0								
4	0	0	0								
5	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
101	0	0	0								

Data from Form 6 - Employees

Part 2: Flow Data Analysis

Unisys Corporation

43034

Start	Date of Flow	Data
YYYY	MM	DD
2015	12	29

2017	10	13
YYYY	MM	DD
End l	Date of Flow	Data

Ţ

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

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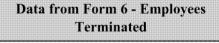


		Table	3: Persons	with Disa	bilities
		Full-time	/ National	Part-time	/ National
Employme (EEOG)	nt Equity Occupational Group	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01 Senior	Managers	0	0	0	0
02 Middle	& Other Managers	3	0	0	0
03 Profess	sionals	27	1	0	0
04 Semi-F	rofessionals & Technicians	32	0	0	0
05 Superv	isors	0	0	0	0
06 Superv	isors: Crafts & Trades	0	0	0	0
07 Admin	istrative & Senior Clerical Personnel	0	0	0	0
08 Skilled	Sales & Service Personnel	4	0	0	0
09 Skilled	Crafts & Trades Workers	0	0	0	0
10 Clerica	l Personnel	2	0	0	0
11 Interm	ediate Sales & Service Personnel	0	0	0	0
12 Semi-S	skilled Manual Workers	0	0	0	0
13 Other S	Sales & Service Personnel	0	0	0	0
14 Other I	Manual Workers	0	0	0	0
Total		68	1	0	0

Full-time	/ National	Part-time / National										
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted									
#	#	#	#									
0	0	0	0									
1	0	0	0									
4	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	0	0	0									
0	0	0	0									
5	1	0	0									

Table 1	1: Person	s with Disa	bilities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
7	0	0	0
30	1	0	0
55	3	0	0
0	0	0	0
0	0	0	0
4	1	0	0
5	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
101	5	0	0

Part 2: Flow Data Analysis

Unisvs Corporation

43034

Start	Date of Flow	Data
YYYY	MM	DD
2015	12	29

End l	Date of Flow	Data
YYYY	MM	DD
2017	10	13

Data from Form 4 - Employees Hired

Members of

Visible

Minorities

Hired

#

Full-time / National

All Employees

Hired

#

32

68

26

Employment Equity Occupational Group

(EEOG)

01 Senior Managers

03 Professionals

Supervisors

10 Clerical Personnel

02 Middle & Other Managers

04 Semi-Professionals & Technicians

08 Skilled Sales & Service Personnel Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers Other Sales & Service Personnel

14 Other Manual Workers

Total

Administrative & Senior Clerical Personnel

Intermediate Sales & Service Personnel

06 Supervisors: Crafts & Trades

Table 4: Members of Visible Minorities

All Employees

Hired

#

Part-time / National

Members of

Visible

Minorities

Hired

#

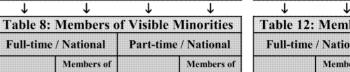
0

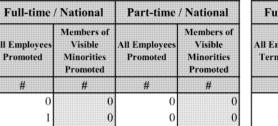
0

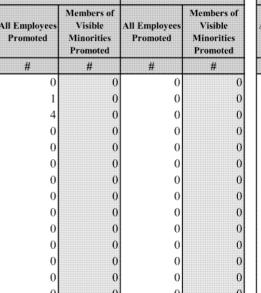
0

0 0

Data from Form 5 - Employees **Promoted**







																											e														

Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	(
7	1	0	C
30	5	0	C
55	17	0	C
0	0	0	C
0	0	0	C
4	0	0	C
5	1	0	C
0	0	0	C
0	0	0	(
0	0	0	(
0	0	0	C
0	0	0	C
0	0	0	C
101	24	0	(



Short-term Long-term				
From	To	From	To	
YYYY	YYYY	YYYY	YYYY	
2015	2017	2015	2019	

Duration of Current Goals						
Short-term Long-term						
From	To	From	To			
YYYY	YYYY	YYYY	YYYY			
2017	2020	2017	2020			

			Table 1: Won		
Emplo	Employment Equity Occupational Group (EEOG)		a Goals	Long-term	Goals
		#	%	#	%
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	1	0.0	1	0.0
03	Professionals	0	0.0	0	0.0
04	Semi-Professionals & Technicians	2	0.0	2	0.0
05	Supervisors	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	o	0.0	0	0.0
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	0	0.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		3	0.0	3	0.0

	Table 5: \ Wom		
Short-tern	Goals	Long-term	Goals
#	# %		%
0	0.0	0	0.0
0	0.0	o	0.0
0	0.0	1	0.0
0	0.0	0	0.0
0	0.0	o	0.0
0	0.0	0	0.0
0	0.0	o	0.0
0	0.0	0	0.0
0	0.0	o	0.0
0	0.0	o	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	1	0.0

Da	ıta from Pr	evious Go	oals	Da	ıta from C	urrent Go	als
\	1	1	T	1	1	1	1

Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	2017	2015	2019

Duration of Current Goals						
Short-term Long-term						
From	To	From	To			
YYYY	YYYY	YYYY	YYYY			
2017	2020	2017	2020			

			e 2: Abori Aboriginal	ginal Peop Peoples	les
Emple	Employment Equity Occupational Group (EEOG)		n Goals	Goals Long-term Goa	
		#	%	#	%
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	0	0.0	0	0.0
03	Professionals	0	0.0	1	0.0
04	Semi-Professionals & Technicians	1	0.0	1	0.0
05	Supervisors	0	0.0	o	0.0
06	Supervisors: Crafts & Trades	0	0.0	ol	0.0
07	Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	0	0.0	0	0.0
11	Intermediate Sales & Service Personnel	0	0.0	o	0.0
12	Semi-Skilled Manual Workers	0	0.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		1	0.0	2	0.0

1	Aboriginal	ginal Peopl Peoples		
Short-term Goals		Long-term Goals		
#	%	#	%	
0	0.0	0	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	
0	0.0	2	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	
0	0.0	o	0.0	
0	0.0	o	0.0	
0	0.0	o	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	
0	0.0	2	0.0	

Da	ta from Pr	evious Go	oals	Da	ita from C	urrent Go	als
1	1	1	1	1	1	1	1

Short-term Long-term				
From	To	From	To	
YYYY	YYYY	YYYY	YYYY	
2015	2017	2015	2019	

E	Ouration of C	Current Goa	ls		
Short-term Long-term					
From	To	From	To		
YYYY	YYYY	YYYY	YYYY		
2017	2020	2017	2020		

		Table 3:	Persons	with Disabi	ilities
		Pe	rsons with	Disabilities	
Emplo	yment Equity Occupational Group (EEOG)	Short-tern	i Goals	Long-term	Goals
		#	%	#	%
01/02	Managers	1	0.0	1	0.0
03	Professionals	ol	0.0	o	0.0
04	Semi-Professionals & Technicians	ol	0.0	o	0.0
05	Supervisors	o	0.0	o	0.0
06	Supervisors: Crafts & Trades	o	0.0	o	0.0
07	Administrative & Senior Clerical Personnel	ol	0.0	o	0.0
08	Skilled Sales & Service Personnel	ol	0.0	o	0.0
09	Skilled Crafts & Trades Workers	ol	0.0	o	0.0
10	Clerical Personnel	ol	0.0	o	0.0
11	Intermediate Sales & Service Personnel	ol	0.0	o	0.0
12	Semi-Skilled Manual Workers	ol	0.0	0	0.0
13	Other Sales & Service Personnel	o	0.0	o	0.0
14	Other Manual Workers	o	0.0	0	0.0
Total		1	0.0	1	0.0

Table 7:	Persons	with Disabi	ilities
Pe	ersons with	Disabilities	
Short-tern	Goals	Long-term	Goals
#	%	#	%
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	2	0.0
0	0.0	o	0.0
0	0.0	o	0.0
0	0.0	o	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	o	0.0
0	0.0	0	0.0
0	0.0	o	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	2	0.0

Da	ta from Pr	evious Go	als	Da	ta from C	urrent Go	als
1	\	1	1	1	1	1	T

D	ouration of P	revious Goa	Is
Short	t-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	2017	2015	2019

D	Ouration of C	Current Goal	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2020

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

Table 8: M	embers of	Visible M	inorities
Mem	bers of Visi	ble Minoritie	es.
Short-tern	a Goals	Long-term	Goals
#	%	#	%
0	0.0	0	0.0
0	0.0	1	0.0
3	0.0	3	0.0
o	0.0	o	0.0
0	0.0	ol	0.0
o	0.0	이	0.0
o	0.0	ol	0.0
ol	0.0	1	0.0
0	0.0	o	0.0
0	0.0	o	0.0
o	0.0	ol	0.0
0	0.0	이	0.0
ol	0.0	ol	0.0
0	0.0	0	0.0
3	0.0	5	0.0

								Feder					nieveme	nt Tab	le									
										Part 4:														
										Unisy	·	poratio	n											
											4303	4												
номоннования выполнения вы	C	D	E	F	G	H	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Analysis Analysis $x = 100$ Analysis $x = 100$ $x = 100$ Analysis Analysis $x = 100$ $x = 100$														L - N Flow Data Flow Data Q + P x 190 P x F + 100 Q - S F Analysis Analysis Flow Data Q + P x 190 P x F + 100 Q - S F Flow Data P x F + 100 Q - S Flow Data P x F + 100 Q - S P x F + 100 Q - S P x						V ÷ U x 100	UxF = 100	V - X	U ~ ((DYear1 + DYear2) ~ 2) x 100
THE OWNER OF THE OWNER OWNER OF THE OWNER OWNE	1	Ţ	1	1	Ţ	Ţ	1	1	Ţ	Ţ	Ţ	1	Ţ	Ţ	Ţ	Ţ	1							
	Workforce Analysis Workforce Workforce															low Dat		ysis						
Employment Equity Occupational Group	Year			1	Vorkford	nen					Hires	omen				Promotio	ns omen					nations men		
(EEOG)		All Employees	Represe	ntation	Avail		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees		ctual	Expected	Difference	All Employees	Act		Expected	Difference	Furnover Rate
	и	#	#	%	9/4	H	#	%	#	Ħ	%	#	#	4	#	9/6	#	#	"	#	%	Ħ	И	%
01 Senior Managers	2015 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
02 Middle & Other	2015	14	4	28.6	38.9	5	-1	73.4																
Managers	2017	11	5	45.5	38.9	4	1	116.8	3	2	66.7	1	1	1		0.0	0	0	7	2	28.6	2	0	56.0
03 Professionals	2015	88 64	38 24	43.2 37.5	25.2 22.8	22 15	16 9	171.4 164.5	27	18	66.7	6	12	4		3 75.0) 2	1	30	16	53.3	13	3	39.5
	1	L			1									<u> </u>	1		1	1	1	L		1	L	
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E = D x 100	Part 3: Goals	E÷G× 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100	photo i trondo a tron											
 Системостический посительности и посительности и посительности посительности и п	но-неонольстоні	<u> </u>	<u> </u>	1	<u> </u>	1	<u> </u>	1	1	1	<u> </u>	1	xxxxxx											
		Ne	w Entra	nts				Ge	als															
Employment Equity	Year	Hires	and Prom			Short-ter wo		S.		Long-ter	rm Goal	S												
Occupational Group (EEOG)		All Employees	Acti			Percent of		Percent of	-	Percent of		Percent of						Com	ments					
,					Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met												
	2017	# 0	0	0.0	# 0	0.0	% 0.0	0.0	0	# 0.0	% 0.0	0.0												
01 Senior Managers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
02 Middle & Other Managers	2017 2020	4	2 2	50.0 50.0	0	200.0 0.0	0.0 0.0	0.0	1	200.0 0.0	0.0 0.0	4	IUnisys w	ill continu	ie to iden	tify the mo	st qualific	d employe	ees for all p	positions in	clusive o	f opportur	nities to hi	ire and pro
03 Professionals	2017 2020	31 31	21	67.7 67.7	0	0.0	0.0	0.0	0	0.0 2100.0	0.0		1While we	don't pro	ject signi	ficant grov	vth, we wi	ll actively	recruit qu	alified prof	essionals	inclusive	of opport	unities to h
	2020	L	1 <u>* 1</u>	Wid	L	0.0	0.0	L 0.0		2100.0	L 0.0	1 0.0	<u> </u>									Pag	e 13 of 5	5]

Federal Contractors Program Achievement Table
Part 4: Results - Women
Unisys Corporation
43034

									Feder	al Con	tractors	Progr	am Acl	nievemo	ent Tab	le									
											Part 4:	Results	- Won	nen											
											Unis	ys Corp	oratio	n											
												4303	1												
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data so	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part I: Workforce Analysis	D x G ÷ 100	E - 11	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 Dat Analysis	Q+Px10	90 PxF + 10	Owener Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	UxF = 100) V - X	U + ((DYear1 + DYear2) + 2) x 100
			<u> </u>	Ų į	1	Ţ	1	Ţ	1	Į.	J.	Ţ	Ţ	1	Ţ	1	1	1	1	1	Ţ	Ţ	Į.		1
						orce A	•									F	low Da	ta Anal	ysis	_					
	loyment Equity upational Group	Year			V	Vorkford						Hires					Promoti				1		nations		1
(EEC			All Employees	Represen	itation	Availi	men ability	Gap	EE Result	All Employees	Ac	tual	men Expected	Difference	All Employees	-	ctual	emen Expected	Differenc	All e Employee	Act		men Expected	Difference	Furnover Rate
		H	#	ø	%	%	H	#	%	#	Ħ	- %	#	H	#	#	- %	#	p	- 11	#	%	Ħ	и	%
	Semi-Professionals & Fechnicians	2015 2017	120 104	9	7.5 10.6	8.8 10.1	11 11	-2 0	85.2 104.7	32	3	9.4	3	0	0		0. 0.	0	0	0 55	4	7.3	4		49.1
05 S	Supervisors	2015	0	0	0.0	0.0		0	0.0			0.0					, , , , , , , , , , , , , , , , , , ,			0 (0				
06	Supervisors: Crafts &	2017 2015	0		0.0	0.0 0.0		0	0.0	0	0	0.0	U	0	0		0.	V .	9	0 (0	0.0	0	<u> </u>	0.0
Т	Frades	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	<u> </u>	0.0
Data so	OTECES:	ecentriconnoctivon	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	mado este cado astro dabas sec											
-commercial control	**************************************	course Hicomocolicom	<u> </u>	<u>†</u>	1	1	1		1	<u> </u>		<u> </u>	1	,i											
			Net	v Entrai	nts				Ge	als															
	loyment Equity	Year	Hires a	ind Prom			Short-ter				Long-ter														
	ipational Group OG)		All Employees	Wom			Wor Percent of		Percent of		Wo Percent of	men	Percent of						Con	iments					
	(EEOG)			Actu		Goal	Goal Met	Geat	Goal Met	Goal	Goal Met	Goal	Goal Met												
Ts	Semi-Professionals &	# 2017	# 32	3	9,4	# 2	% 150.0	0.0	0.0	* 2	# 150.0	0.0	0.0												
	Feehnicians	2020	32	3	9,4	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
05 S	Supervisors	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	Supervisors: Crafts &	2020 2017	0	0	0.0	0	0.0	0.0	0.0	0 n	0.0	0.0	0.0												
	Trades	2020	o o	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
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Federal Contractors Program Achievement Table
Part 4: Results - Women
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1 13X I	l Sales & e Personnel	2015 2017	8 4	3	37.5 25.0	28.4 28.7	2	1	132.0 87.1	4	3	75.0	1	2	0	-	0.0			. 5	3	60.0	٠ ا		83.3
<u> </u>	Crafts &	2015	0	0		0.0	0	0	0.0			15.0	· ·	~			0.0			1		00.0	 	1	65.5
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	istrative &	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
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1118/1	l Sales & e Personnel	2017 2020	<u>4</u>	3		0	0.0	0.0 0.0	0.0	0	0.0	0.0	0.0												
Skilled	Crafts &	2017	0	0	0.0	0	0.0	0.0		0	0.0	<u> </u>	0.0												
110 1	Workers	2020	0	0	0.0	0	0.0	0,0	0.0	0	0.0	0.0	0.0												

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(EEOG)		All Employees	Represo	entation	Wo Avail	men ability	Gap	EE Result	All Employees	Ac		men Expected	en All Women All Women Expected Difference Employees Actual Expected Difference Employees Empl											
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10 Clerical Personnel	2015	0	0	0,0	0.0	0	()	0.0																
	2017	6	4	66.7	68.3	4	0	97.6	2	2	100.0	1	1	0) () (0.0	0 0	0 0	0	0.0	0	0	0.0
Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	۸	(1) (0.0	0 1	0 0	0	0.0		0	0,0
Semi-Skilled Manual	2017	0	0				0	0.0	0	V	0.0	0	U		1	/1	7.0				0.0	-	0	0.0
Workers Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	C) () (0,0	0 (0 0	0	0.0	0	0	0.0
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(EEOG)		Employees	Act	ual	Goal	Percent of Goal Met	Geal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
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10 Clerical Personnel	2017 2020	2	2	100.0	0	0.0 0.0	0.0	0.0	0	0.0 0.0	0.0	0.0												
. Intermediate Sales &	2020	0	0		0	0.0	0.0	0.0	0	0.0		0.0												
Service Personnel	2020	0	0		0	0.0	0.0		0	0.0	0.0													
Semi-Skilled Manual	2017	0	0	0,0		0.0	0.0		0	0.0	0.0	0.0												
** Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												

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(EEOG)		All Employees	All All													ctual	Expecto	d Differenc	All Employees	Ac	tual		Difference	Furnover Rate
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Other Sales & Service Personnel	2015 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
Other Manual	2015	0	0	0.0	0.0	0	0	0.0																
Workers	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
Total	2015 2017	235 190	59 46	25.1 24.2	0.0	0	59 46		68	28	41.2	0	28	5		60	.0	1	2 101	29	28.7	25	4	47.5
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` .	ı,				Goai	Goal Met	Goat %	Goal Met	Goal	Goal Met	%	Goal Met												
Other Sales & Service	2017	0	0	0.0	0	0,0	0.0	0.0	0	0.0	0.0	0.0												
Personnel Other Manual	2020 2017	0	0	0,0	0	0.0	0.0	0.0 0.0	0	L	0.0	0.0												
Workers	2020 2017	0 73	0 31	0.0 42.5	0	0.0 1033.3	0.0	0.0	0	0.0 1033.3	0.0	0.0												
Total	2020	73	31	42.5	0	0.0			1	3100.0	0.0												e 21 of 5	

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A = B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	<u>l</u> U	Į V	W	X	Y	Z
Data sources:	-m	Part 1: Workforce Analysis	Part I: Workforce Analysis	E+D x 100	Part I: 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 Da Analysi	3.7	PxF * 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	UxF = 100	V - X	U ~ ((DYear1 + DYear2) ~ 2) x 100
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Employment Equity Occupational Group	Year			V	Vorkfore						Hires					Promotio						nations		
(EEOG)		All Employees	Represent	ation	Aborigina Availa		Gap	EE Result	All Employees	Ac	Aborigin tual	al Peoples Expected	Difference	All Employees		Aboriga Actual	Expected	Difference	All Employees	Acti		al Peoples Expected	Difference	Turnover Rate
	ü	#	#	9/4	%	ů	#	%	#	#	- %	#	ü	#	j j	96	*	#	- 4	#	%	#	И	**
01 Senior Managers	2015 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
02 Middle & Other	2015	14	0	0.0	2.2	0	0	0.0			o complete control of the control of					A COMPANIES								
Managers	2017	11	0	0.0	2.2		0	0.0	3	0	0.0	0	0	1		0.0	0	() 7	0	0.0	0	0	56.0
03 Professionals	2015 2017	88 64	0	0.0 0.0	0.9	1	-1 -1	0.0	27	0	0.0	0	0	4		0.0) ((30	0	0.0	0	0	39.5
Data sources:	296;4486;44941.0088.0041.008	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E - D x	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	and control of the co											
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Employment Equity	Year	Hires a	and Promo		-	Short-ter Aborigin	rm Goals				rm Goals at Peoples	i												
Occupational Group (EEOG)		All Employees	Adoriginal i	•	Goal	Percent of		Percent of	Goal	Percent of	Goal	Percent of						Com	iments					
	#	ı ı		%	4	Goal Met	9,	Goal Met	8	Goal Met	%	Goal Met												
01 Senior Managers	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	0.0	0.0	0.0												
02 Middle & Other Managers	2017	4	0	0.0	0	0.0	0.0 0.0	0.0	0	0.0	0.0 0.0	0.0 0.0												
	2020	31		0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0												
03 Professionals	2020	31	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Unisys w	all continu	ie to idei	itify the mo	ist qualifie	d employe	ees for all	positions in	elusive o			
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Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
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Data sources:	SSEEA.OTEA.OES.OSSEOTEA.OESSOTE	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 x100	K x G ÷	L = N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	PxF = 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	UxF = 100	V - X	U + ((DYear1 + DYear2) + 2) x 100
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(EEOG)	γ	All Employees	Represe	ntation	Aborigin: Avail		Gap	EE Result	All Employees	100	Aborigin tual	Expected	Difference	All Employees	<u> </u>	Aborigin			al Peoples Expected	Difference	Turnover Rate			
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04 Semi-Professional	s & 2015	120	0	0.0	2.2	3	-3	0.0																
Technicians	2017	104	-	1.9	ļ	2	0	87.4	32	1	3.1	1	0	0	0	0.0	0	0	55	0	0.0	0	0	49.1
05 Supervisors	2015 2017	0	0	0.0		0	· · · · · · · · ·	0.0	0	0	0.0			0		0.0				0	0.0			0.0
06 Supervisors: Craft			0	0.0	0.0	0		0.0	0	0	0.0	1	0	-	1 0	0.0	0	0	0	U	0.0	0	0	0.0
06 Trades	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
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(EEOG)		Employees	Acti	nal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
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04 Semi-Professional Technicians	s & 2017 2020		- 1	3.1	1 0	100.0 0.0	0.0	0.0	1 2	100.0 50.0	0.0	4												
	2017		0	0.0		0.0	0.0	0.0	0	0.0	0.0	4												
05 Supervisors	2020	+	0	0.0		0.0	0.0		0	0.0	0.0	4												
06 Supervisors: Craft Trades	I	-1	0	0.0	0	0.0	0.0		0	0.0		0.0 0.0 0.0 0.0												
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Part 5: Results - Aboriginal Peoples
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Administrative & 2015 Column Colu	неменновонновонновонновонновонновонновон	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
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13 Other	Sales & Service	2015	0	0	0.0	0.0	0	()	0.0																
Perso		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
14 Other Work	: Manual ers	2015 2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	Λ	0		0.0) 0			0	0.0		0	0.0
		2017	235	0		0.0	0	V	0.0	0	V	0.0	0	U			1 0.1	1	0		0	0.0	-	0	0.0
Total		2017	190	3	1.6	0.0	0	3	0.0	68	2	2.9	0	2	5	0	0.0) (0	101	0	0.0	0	0	47.5
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13 Other Person	Sales & Service	2017 2020	0	0	0.0	0	0.0	0.0 0.0	0.0	0	0.0 0.0	0.0	0.0												
——	Manual	2017	0	0		0	0.0	0.0	0.0	0	0.0		0.0												
14 Work	ers	2020	0	0		0	0.0	0.0		0	0.0	0.0													
Total		2017	73 73	2		1	200.0	0.0	0.0	2	100.0	0.0	0.0												
l		2020	13	2	2.7	0	0.0	0.0	0.0	2	100.0	0.0	0.0												

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Part 5: Results - Aboriginal Peoples
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& Managers 02	2017	11	1	9,1	4.3	0	1	211.4	3	0	0.0	0	0	1	0	0.0	0	(7	0	0.0	0	0	56.0
03 Professionals	2015	88	5	5.7	3.8	3	2	149.5																
	2017	64	4	6.3	3.8	2	2	164.5	27	1	3.7	1	0	4	1	25.0	0	1	30	1	3.3	2	1	39.5
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(EEOG)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
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01 & Managers	2017	4	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	1	Unisys w	ill continu	ue to identi	fy the mo	st qualifie	d employe	ees for all	positions in	iclusive c	of opportu	nities to hi	re and/or
02 Managers	2020	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	1	promote	persons w	ith disabili	ties.								
03 Professionals	2017	31	1	6.5	0	0.0	0.0	0.0	0	0.0														
	2020	31	2	6.5	0	0,0	0.0	0.0	0	0.0	0.0	0.0												

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04 Semi-Professionals & Technicians	2015	120 104	4	3.3	4.6 4.6	6	-2 -4	72.5 20.9	32	0	0.0		-1	0		0.0	1 .		55	3	5.5	2		49.1
	2017	0	0	0.0	0.0	0	0	0.0	24	<u> </u>	0.0		-1	· · · · · · · ·		<i>u</i> 1 <i>u</i> 3			33	-/-	252	4		42.1
05 Supervisors	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
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0 0.0	0	0	0.0	n		0.0	Λ	0	n		0,0) (0	0.0	n		0.0
	2017	V	l Vi	0.0	0.0	· VI		1 0.0	<u> </u>	1 9	1 0.0		<u> </u>	<u> </u>		V ₁ 0	71 0	1 0	1 0	<u> </u>	0.0	<u> </u>	0	0.0
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Occupational Group (EEOG)	i cai	All	Disabi			Persons with	Disabilitie	·		,	h Disabilitie							Com	ments					
(EEOG)		Employees	Acto	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
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04 Semi-Professionals & Technicians	2017	32 32	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0 0.0	Unisys w	ill continu	e to ider	tify the mo	ost qualific	d employe	ees for all p	ositions in	clusive o	f opportun	ities to hi	re and/or p
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	0.0												
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										Doc	e 34 of 5	1
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Part 6: Results - Persons with Disabilities
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A B B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part I: 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 × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	Px F ÷ 100	Q = S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	UxF÷100	V - X	U + ((DYear1 + DYear2) + 2) x 100
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(EEOG)		All Employees	Represe			ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	A	ctual	·	Difference	All Employees	Act			Difference	Turnover Rate
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Federal Contractors Program Achievement Table
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Interme	ediate Sales &	2020	0	0	0.0	0	0.0	0.0		0	 	0.0	0.0												
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13 Other Sales & Service Personnel		0	0	0.0	0.0	{	0	0.0																
Other Manual	2017 2015	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0) 0	0	0	0	0.0	0	0	0.0
Workers Wandar	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
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Other Sales & Service Personnel	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0 n	0.0	0.0 0.0	0.0												
Other Manual	2017	0	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0												
Workers Workers	2020	0	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0												
Total	2017	73 73	2	2.7	1	200.0 0.0	0.0	0.0	1	200.0 100.0	0.0	0.0												
	2020	/3		2.1	0	0.0	0.0	1 0.0	1 2	100.0	0.0	0.0										Page	· 40 of 5	1

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Middle & Other	2017	14	0	7.1	0,0 15.0			0.0 47.6	0	0	0.0	0	0	0		0 0.	0	0	0 0	0	0.0	0	0	0.0
02 Managers	2017	11	1	9.1	15.0	\$	-1	60.6	3	1	33.3	0	1	1		0 0.	0	0	0 7	1	14.3	1	1	56.0
03 Professionals	2015	88	}	14.8	34.6			42.7												1				
	2017	64	14	21.9	36.4	23	-9	60.1	27	9	33.3	10	-1	4	<u> </u>	0 0.	0	1 -	1 30) 5	16.7	4	1	39.5
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a. la	2017	0	0	0.0	0	0.0	0.0	0.0	9	0.0	0.0	# 0.0												
01 Senior Managers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
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04 S	emi-Professionals &	2015	120	42	35.0	24.1	29	13	145.2																
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oz Si	upervisors: Crafts &	2020	0	0	0.0	0	0.0	 	0.0	0	<u> </u>	0.0	0.0												
	rades	2020	0	0	0.0	0	0.0	0,0	0.0	0	0.0	0.0	0.0											re 44 of 5	

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Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities **Unisvs Corporation** 43034 В \mathbf{C} D F \mathbf{G} H M N O Q R S T П \mathbf{v} W Y \mathbf{Z} A E 1 K L X Part I: Part I: Part 2: Part 2: Part 2: Part 2: E + D $\mathbf{E} + \mathbf{H}$ KxG : ((DYearl Workforce Workforce Workforce E-H Flow Data Flow Data L - N Flow Data Flow Data | O + P x 100 | P x F + 100 | O - S Flow Data Flow Data U x F + 100 . V - X Data sources: x 100÷ 100 $\times 100$ $\times 100$ 100 100 DYear2) Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Flow Data Analysis Workforce Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All AB All Turnover (EEOG) Employee Employee imployee Rate Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % # % % % % % 4.7 Administrative & 2015 0 0.0 0.0 Senior Clerical 2017 0 0.0 8.2 0.0 0.0 0.0 0.0 133.3 0 0 12.5 18.2 68. Skilled Sales & 2015 Service Personnel 0.0 20.8 0.0 0.0 20.0 83.3 2017 0.0 Skilled Crafts & 2015 0 0.0 0.0 0.0 Trades Workers 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: F + M x E = D x $E = G \times$ E = K xPart 3 Part 3: Part 3: Part 3: F ÷ I x 100 Flow Data Flow Data Data sources: Goals 100 Goals 100 Goals 100 Analysis Analysis **New Entrants** Goals Hires and Promotions Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met # % % % % 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & 2017 Senior Clerical 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 2017 0 0.0 Unisys will continue to identify the most qualified employees for all positions inclusive of opportunities to hire and/or Service Personnel 0.0 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2017 0.0 0.0 0.0 Trades Workers 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2020 Page 46 of 51

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(EEOG)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
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Service Personnel	2017	0	0	0.0	0	0.0			0	0.0	0.0													
12 Semi-Skilled Manual	2017	0	0	0.0	0	0.0	 		0	 		 												
Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												

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Part 7: Results - Members of Visible Minorities	
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								Feder	al Con	tractors	s Progr	am Acl	nieveme	nt Tab	le									
								Part	7: Resi	ults - M	lember	s of Vis	ible Mi	noritie	S									
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(EEOG)		All Employees	Represe	entation	Visible N Avails		Gap	EE Result	All Employees	Ac	Visible !	Minorities Expected	Difference	All Employees	A	Visible	Minorities Expected	Difference	All Employee	Ac	Visible	Minorities Expected	Difference	Furnover Rate
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(EEOG)		Employees		ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
Other Sales & Service	2017	# 0	# 0		# 0	0.0	0.0	% 0.0	*	# 0.0	% 0.0	0.0												
Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	4												
14 Other Manual Workers	2017 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													
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Short-term Goal Setting Tool	
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2017-10-20	

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Data entry from Date	BxCx3	Data entry	BxEx3	D + F	Data entry from	Equivalent	HxIx3	(D x N)	G x M	Data entry			(H - J + L)	$\mathbf{H} + \mathbf{B}$	(H - J + L)
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Analysis					Analysis						Analysis	Analysis			

Employment Equity	All	Growth (No	w Positions)	Turnover (Re	eplacement of	Anticipated						WOMEN					
Occupational Group	Employees			Terminated	Employees)	Hires Over	Number	Turnover (Re	placement of	Hires	3 Year (Joals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017/10/13	Annually	Over 3	Annually	Over 3	3 Years		Terminated	Employees)	Required	2018-2	020	Availability			Representation	Representation
			Years		Years			Annually	Over 3								in 3 Years
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	#	%	#	%	#	#	#	%	#	#	#	%	%	#	#	%	%
Senior Managers			()	(0		0.0%	() 0	0				0	#DfV/0!	#DIV/0!
Middle & Other Managers	- 11		()	(0	5	0.0%	- 0	-1	0		38.9%	1	1	45.5%	45.5%
Professionals	64		()	() 0	24	0.0%	(-9	0		22.8%	9	9	37.5%	37.5%
Semi-Professionals & Technicians	104		()	(0	11	0.0%	0	0	0		10.1%	0	0	10,6%	10.6%
Supervisors			()	(0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Supervisors: Crafts & Trades			()	() 0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	I I		()	(0	- 1	0.0%	0	0	0		83.5%	0	0	100,0%	100.0%
Skilled Sales & Service Personnel	4		()	(0	1	0.0%	(0	0		28.7%	(0	25.0%	25.0%
Skilled Crafts & Trades Workers			()	(0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Clerical Personnel	6		()	() 0	4	0.0%	0	0	0		68.3%	0	0	66.7%	66.7%
Intermediate Sales & Service Personnel			()	(0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers			()	(0		0.0%	(9 0	0				0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel			()	(0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
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Short-term Goal Setting Tool Unisys Corporation 2017-10-26

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Employment Equity	All	Growth (Ne	rw Positions)	Turnover (Re	eplacement of	Anticipated					ABC	RIGINAL PEOI	PLES				
Occupational Group	Employees			Terminated	Employees)	Hires Over	Number	Turnover (Re	placement of	Hires	3 Year	Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017/10/13	Annually	Over 3	Annually	Over 3	3 Years		Terminated	Employees)	Required	2018-	2020	Availability			Representation	Representation
			Years		Years			Annually	Over 3	1 '			1			ŕ	in 3 Years
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Middle & Other Managers	11		()		0	0	0.0%	0	0	- 0		2.2%	0	0	0.0%	0.0%
Professionals	64)		0	0	0.0%	0	1	0	0.8%	0.8%	-1	-1	0.0%	0.0%
Semi-Professionals & Technicians	104		()		0	2	0.0%	0	0	0		2,2%	0	0	1.9%	1.9%
Supervisors)		0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Supervisors: Crafts & Trades			(0		0.0%	0	()	0				0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	1		()		0	0	0.0%	C	0	0		1.5%	0	0	0.0%	0.0%
Skilled Sales & Service Personnel	4)		0	0	0.0%	0	0	()		1.0%	- 0	0	0.0%	0.0%
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Short-term Goal Setting Tool Unisys Corporation 43034

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Employment Equity	All	Growth (Ne	w Positions)	Turnover (R	eplacement of	Anticipated					PERSO*	NS WITH DISAL	BILITIES				
Occupational Group	Employees			Terminated	l Employees)	Hires Over	Number	Turnover (Re	slacement of	Hires	3 Year	r Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	YYYY/MM/DD	Annually	Over 3	Annually	Over 3	3 Years		Terminated	Employees)	Required	2018	-2020	Availability			Representation	Representation
			Years		Years			Annually	Over 3				7				in 3 Years
			27 American						Years								
	#	%	#	9/0	#	#	#	0/6	#	#	#	%	%	#	#	%	%
Senior Managers			()		0 9		0.0%	C	0	0				0	#DIV/0!	#DIV/0!
Middle & Other Managers	12		()		0 0	0	0.0%	0	0	0		4.3%	0	0	0.0%	0.0%
Professionals	64		()	1	0 0	4	0.0%	C	-2	0		3.8%	2	2	6.3%	6.3%
Semi-Professionals & Technicians	104)	1	0 0	1	0.0%	0	4		4.6%	4.6%	-4	-4	1.0%	1,0%
Supervisors			()		0 0		0.0%	C	0	0				0	#DIV/0!	#DIV/0!
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Administrative & Senior Clerical Personnel			()	-	0 0	0	0.0%	C	0	0		3,4%	0	0	0.0%	0.0%
Skilled Sales & Service Personnel	4		()		0 0	0	0.0%	0	0	0		3.5%	0	0	0.0%	0.0%
Skilled Crafts & Trades Workers			()		0 0		0.0%	€	0	0				0	#DIV/0!	#DIV/0!
Clerical Personnel	6		()	1	0 0	1	0.0%	0	-1	0		7.0%	3	1	16.7%	16.7%
Intermediate Sales & Service Personnel			()	1	0 0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers			()		0 0		0.0%	£	0	0				0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel			()		0 0		0.0%	6	0	0				0	#DIV/0!	#DIV/0!
Other Manual Workers			()	1	0 0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!

Short-term Goal Setting Tool Unisys Corporation 2017-10-26

A	В	<u>c</u>	D	E	F	G	н	I	J	К	L	M	N	О	P	Q	R
Bondan salan	Data entry from	Date entry	BxCx3	Data entry	BxEx3	D ÷ F	Data entry from	Equivalent	Hx1x3	(D x N)	GxM	Data entry	Data entry from	Data entry from	(H - J + L)	H÷B	(H - J + L)
A December 1	from	New Y	-				from	to E	1	- O + J	R		from	from	-((B ÷ D) x N)		* (B + D)
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Employment Equity	All	Growth (Ne	w Positions)	Turnover (Re	eplacement of	Anticipated					MEMBERS	OF VISIBLE M	INORITIES				
Occupational Group	Employees			Terminated	Employees)	Hires Over	Number	Turnover (Re	slacement of	Hires	3 Year	Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017/10/13	Annually	Over 3	Annually	Over 3	3 Years		Terminated	Employees)	Required	2018-	2020	Availability			Representation	Representation
, , ,		*	Years		Years			Annually	Over 3	1 ' 1	1		1			l '	in 3 Years
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Senior Managers)) 0		0.0%	6	0	0{				0	#DIV/0!	#DIV/0!
Middle & Other Managers	11		()		0	1	0.0%	0	1	0	15.0%	15.0%	~1	-1	9.1%	9.1%
Professionals	64)		0	14	0.0%	0	9	0	36,4%	36.4%	.9	.9	21.9%	21.9%
Semi-Professionals & Technicians	104		()) 0	39	0.0%	0	-14	0		23.9%	14	14	37.5%	37.5%
Supervisors)) 0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Supervisors: Crafts & Trades			(0		0.0%	0	()	0]				0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	1)) 0	0	0.0%	C	0	0		8.2%	0	0	0.0%	0.0%
Skilled Sales & Service Personnel	4		()		0	0	0.0%	C	1	0	20.8%	20.8%	-1	-1	9.0%	0.0%
Skilled Crafts & Trades Workers)	(0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Clerical Personnel	6		()) 0	0	0.0%	0	0	0		6.4%	0	0	0.0%	0.0%
Intermediate Sales & Service Personnel			()) 0		0.0%	G	0	0				0	#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers)	() 0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel			()) 0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
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Summary of Goals				
·	Un	nisys Corporat 10/26/17	ion	

Women

	Workforce Analysis Res	ults		Goals	
Е	mployment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	

Aboriginal Peoples

	Workforce Analysis Res	sults		Goals	
E	mployment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
03	Professionals	-1	0.8%	0.8%	Our business in Canada is not projected to grow significantly. However, we actively recruit for all qualified candidates and will continue efforts to increase representation of Aboriginal peoples.
	L			l	<u> </u>

Persons with Disabilities

	Workforce Analysis Resu	ılts		Goals	
E	mployment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
04	Semi-Professionals and Technicians	-4	4.6%	4.6%	We are a global equal opportunity employer and will continue to provide

	accommodations as appropriate for the right candidate regardless of disability. In this category there are often physical requirements that may preclude some individuals from performing the role. However, we will continue to strive to identify and accommodate qualified candidates.

Members of Visible Minorities

Workforce Analysis Results			Goals		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
02	Middle and Other Managers	-1	15%	15%	Presently 28% of our population are members of visible minorities. We look to identify more visible minorities within our candidate pools for open positions. We will continue focus on increasing representation of visible minorities within the organization and also consider all candidates for promotional

					opportunities as they occur and as qualified.
03	Professionals	-9	36.4%	36.4%	We look to identify more visible minorities within our candidate pools for open positions. We will continue focus on increasing representation of visible minorities within the organization for professionals and also consider all candidates for promotional opportunities as they occur and as qualified.
08	Skilled Sales & Service Personnel	-1	20.8%	20.8%	This is a very small category for us in terms of number of employees overall. However, we will look to identify more visible minorities within our candidate pools for open positions as they occur. We will continue focus on increasing representation of visible minorities within the organization for this occupational group.

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Unisys Canada Inc.

Primary Location: Halifax (NS)

Unisys is present in 9 provinces.

- Ontario 36%
- Nova Scotia 31%
- British Columbia 8%
- New Brunswick 8%
- Québec 6%
- Alberta 5%
- Saskatchewan 3%
- Manitoba 2%
- Newfoundland and Labrador 0.5%

The majority of their workforce is located in Halifax (41 employees) and Toronto (11 employees). All the other cities have between 1 and 5 people.

Number of Employees: 190

Organization Overview:

Unisys Canada Inc. is a privately held company categorized under Computer System Designers and Consultants. Unisys offerings include security solutions, advanced data analytics, infrastructure services, application services and server software. Unisys helps governments and industries transform digitally with security built in at every step.

88 % of the workforce consists of Professionals (03), Semi-Professionals and Technicians (04).

The parent Company is located in USA and the Canadian head office is in Toronto.

Key Dates - First Year Assessment

Initiated: Sept 19, 2014 Jan 15, 2015 Received: Jan 12, 2016 Closed: WFA: Dec 29, 2015

Key Dates – Subsequent Assessment

Initiated: October 4, 2017 Received: October 30, 2017 WFA: October 13, 2017



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:

- The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.
- 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

- All the previous goals were set in numbers.
- The workforce has dropped by 10% for the organization.

Women

2.	Middle & Other Managers	Goal met at 200%
4.	Semi-Professionals & Technicians	Goal met at 150%

Assessment/Observations

Negative gaps cleared for women for the current assessment.

Aboriginal Peoples

3.	Professionals	No short term goal
4.	Semi-Professionals & Technicians	Goal met at 100%

Assessment/Observations

03 Professionals - 31 new entrants and none were Aboriginals. This is to be expected given the availability of 0.8%.

Person with Disabilities

***************************************	1/2	Managers	Goal not met (0%)
0000000	4.	Semi-Professionals & Technicians	No short term goal

Assessment/Observations

- 1/2 Manager 4 new entrants and none were person with disabilities. It is acceptable with 4.3% availability. However there is no gap for the current assessment due to workforce reduction (14 to 11).
- 04 Semi-Professionals & Technicians 32 new entrants and none were person with disabilities. It is acceptable with 2.2% availability. Gap in this group has increased from (-2) to (-4) and the number of employees has decreased by 13% in this group.

Members of Visible Minorities

2.	Middle & Other Managers	No short term goal
3.	Professionals	No short term goal

Assessment/Observations

- In EEOG 2: 4 new entrants and one was visible minority. It is 25% for an availability of 15%. This is an acceptable result; and workforce has decreased by 21%.
- In EEOG 3: 31 new entrants and 9 were visible minorities. It represents 29% of entrants for an availability of 36%. It is acceptable given that there is less than 2 years between assessments. The Gap has decreased from (-17) to (-9). There is a net increase in representation (from 15% to 22%)

ASSESSMENT OF REASONABLE EFFORTS

- П An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - The organisation has good results for Women where gaps are cleared.
 - Since the organization workforce with specialized employees has degreased and given the low availability for aboriginal people, the results in the group are acceptable.
 - For Person with Disabilities and Members of Visible Minorities, the results are coherent since the workforce has decreased and the progress is in line with the availability rate.
 - Given that only 22 months elapsed between the two workforce analysis and according to the above, it is reasonable to conclude that reasonable progress was made.

ASSESSMENT OF SHORT-TERM GOALS

For all new and outstanding gaps, a short-term goal was set and is at least equal to availability.

Women

No gap

Aboriginal People

EEOG 3: A goal was set at availability (0.8%).

Person with disabilities

EEOG 4: A goal was set at availability (4.6%).

Visible Minorities

- EEOG 02: A goal equal to availability (15.0%) was set.
- EEOG 03: A goal equal to availability (36.4%) was set.
- EEOG 04: A goal equal to availability (20.8%) was set.

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:

If not done already, it may be beneficial for Unisys Canada Inc. to develop relationships with colleges and universities to identify qualified students that are part of a designated group as potential employees through the use of internships or permanent employment where vacancies arise.

Name of Analyst: Maurice Yakibonge

Date: 16/02/2018

Nyirasafari, Ange AN [NC]

From: Yakibonge, Maurice [NC] on behalf of EE-EME

Sent:February 28, 2018 3:50 PMTo:'tim.feick@unisys.com'Cc:'Nechay, Deborah S.'

Subject: Government of Canada Agreement Number: 060063 – Notification of Compliance

with the Federal Contractors Program

Dear Tim Feick:

I am writing to inform you that the subsequent compliance assessment initiated on September 17, 2017 has been completed. As a result of the assessment, Unisys Canada Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

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

If not done already, it may be beneficial for Unisys Canada Inc. to develop relationships with colleges and
universities to identify qualified students that are part of a designated group as potential employees through
the use of internships or permanent employment where vacancies arise.

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 September 17, 2020. 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, Unisys Canada Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

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

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program Employment and Social Development Canada / Government of Canada ee-eme@hrsdc-rhdcc.gc.ca



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