



s.19(1) Labour Program
s.24(1) Federal Contractors Program

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization WESCAM Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) L-3 WESCAM	Procurement Business Number <div style="background-color: #cccccc; width: 100px; height: 15px;"></div>
Organization's North American Industry Classification System (NAICS) Code N° 334511	Total number of employees (Full-Time/Part-Time/Temporary) To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm

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

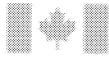
HEAD OFFICE			
Address (building number, street, suite, etc.) 649 North Service Road West	City Burlington	Province ON	Postal Code L7P 5B9
	Telephone Number 905-633-4000	Fax Number 905-633-4136	

EMPLOYMENT EQUITY CONTACT	
Name (print) Victoria Leavitt	Title Director, Compensation & Benefits
Telephone Number 905-633-4045	E-mail Address Victoria.Leavitt@L-3com.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). 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
Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY	
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) Roman Turchyn	Title Vice President, Human Resources
Telephone Number 905-633- <div style="background-color: #cccccc; width: 100px; height: 15px;"></div>	E-mail Address Roman.Turchyn@L-3com.com
Signature <div style="background-color: #cccccc; width: 100px; height: 30px;"></div>	Date 2014-05-05

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


**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT
 INFORMATION**
Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) **WESCAM Inc.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **061155**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) February 23rd, 2018 for the following reason(s):

(Please describe) **WESCAM's growth has impacted our ability to keep external database(s) where we need feed data(i.e.WEIMS) up to date. We also had issues with data integrity. We therefore audited/validated the data in WEIMS. The data verification was completed this week. We are requesting a 2 wk extension to thoroughly complete the data analysis.**

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Victoria Leavitt**

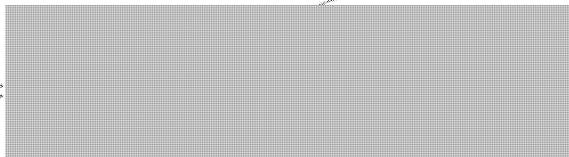
Position Title: **Director, Compensation & Benefits**

Email address: **victoria.leavitt@L3T.com**

Telephone number: **9056334045**

Business address: **649 North Service Rd W, Burlington Ontario L7P5B9**

Signature:





Employment and
Social Development Canada

Emploi et
Développement social Canada

Date: 7 Feb 2018

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: February 7, 2018 4:41 PM
To: 'Victoria.Leavitt@L3T.com' <Victoria.Leavitt@L3T.com>; EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good afternoon,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until **February 23rd, 2018**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program
Employment and Social Development Canada / Government of Canada
maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



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!

From: Victoria.Leavitt@L3T.com [<mailto:Victoria.Leavitt@L3T.com>]
Sent: February-07-18 8:50 AM
To: EE-EME
Subject: Request for Extension attached

Thanks
Victoria Leavitt
Director, Compensation & Benefits
Human Resources
L3 Wescam
649 North Service Rd. W.
Burlington, Ontario L7P 5B9
Canada
Email: Victoria.Leavitt@L3T.com
Phone: 905-633-4045
Fax: 905-633-4136

Beginning April 1, 2018, L3 Technologies, Inc. will discontinue the use of all @L-3Com.com email addresses. To ensure delivery of your messages to this recipient, please update your records to use Victoria.Leavitt@L3T.com.



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

Reporting Period 1977-07-28 to 2018-02-13

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	818	1	0	819	Toronto	123	1	0	124
Total Employees in Canada				819	Hamilton	695	0	0	695
					Total Employees in Canada				819



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 1977-07-28 to 2018-02-13

NOC 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
0016 : Senior managers - construction, transportation, production and utilities Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	4	4										
	2	2	1	1									
	1	2	2										
	Total	9	8	1									
0111 : Financial managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	1	1										
	3	2	1	1									
	2	6	2	4				1	1		2	1	1
	1	3	3										
	Total	12	7	5				1	1		2	1	1
0112 : Human resources managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1		1									
	3	1		1									
	2	1	1										
	1	6	3	3									
	Total	9	4	5									
0114 : Other administrative services managers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	2	2										
	3	1	1										
	2	2	1	1									
	1	7	7										
	Total	12	11	1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
0124 : Advertising, marketing and public relations managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	2	1	1									
	3	1	1										
	2	1		1									
	1	1		1									
	Total		5	2	3								
0211 : Engineering managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	5	5										
	3	3	3								1	1	
	2	13	12	1							3	2	1
	1	4	3	1									
	Total		25	23	2						4	3	1
0213 : Computer and information systems managers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	1	1										
	3												
	2												
	1	3	3										
	Total		4	4									
0601 : Corporate sales managers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	1		1									
	3	1	1										
	2	4	4					1	1				
	1	7	5	2	1	1							
	Total		13	10	3	1	1		1	1			



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
0611 : NOC 2006 - Sales, Marketing and Advertising Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
0621 : Retail and wholesale trade managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	1	1				1	1					
	2												
	1	1		1									
	Total	3	2	1				1	1				
0714 : Facility operation and maintenance managers Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	1	1										
	3												
	2												
	1	2	2										
	Total	3	3										
0911 : Manufacturing managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	2	2										
	2	4	4								1	1	
	1	4	3	1							1		1
	Total	11	10	1							2	1	1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
1111 : Financial auditors and accountants Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	2	2										
	3	1	1										
	2	1	1										
	1	1		1									
	Total		5	4	1								
1112 : Financial and investment analysts Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	3	2	1									
	3	3	2	1									
	2	2	1	1									
	1	2	2								1	1	
	Total		10	7	3						1	1	
1121 : Human resources professionals Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 70,000 - \$74,999	4	1		1									
	3												
	2												
	1	1		1									
	Total		2		2								
1122 : Professional occupations in business management consulting Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 60,000 - \$64,999	4	6	4	2									
	3	10	7	3									
	2	2	2										
	1	2		2									
	Total		20	13	7								



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
1123 : Professional occupations in advertising, marketing and public relations Top Range: \$100,000 and over Bottom Range: \$ 85,000 - \$89,999	4	1	1								1	1	
	3												
	2												
	1	2	2										
	Total		3	3								1	1
2132 : Mechanical engineers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	3	3								1	1	
	3	10	9	1							3	3	
	2	16	15	1							1		1
	1	12	10	2									
	Total		41	37	4							5	4
2133 : Electrical and electronics engineers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	2	2										
	3	3	3								1	1	
	2	32	32					3	3		4	4	
	1	41	39	2	1	1					11	10	1
	Total		78	76	2	1	1		3	3		16	15
2141 : Industrial and manufacturing engineers Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 60,000 - \$64,999	4	1	1										
	3	2	2								1	1	
	2	2	2								1	1	
	1	1	1										
	Total		6	6								2	2



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
2148 : Other professional engineers, n.e.c. Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 90,000 - \$94,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
2171 : Information systems analysts and consultants Top Range: \$100,000 and over Bottom Range: \$ 65,000 - \$69,999	4	1	1										
	3	2	1	1							1	1	
	2	5	5		1	1							
	1	5	4	1	1		1				1	1	
	Total	13	11	2	2	1	1				2	2	
2173 : Software engineers and designers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	8	7	1									
	3	4	4								1	1	
	2	10	9	1				2	2		1	1	
	1	9	4	5							1		1
	Total	31	24	7				2	2		3	2	1
2174 : Computer programmers and interactive media developers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	1	1										
	3												
	2												
	1	1	1										

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

NOC	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		
		Total	2	2												
4163 : Business development officers and marketing researchers and consultants Top Range: \$100,000 and over Bottom Range: \$100,000 and over		4														
		3														
		2														
		1	1	1												
		Total	1	1												
5121 : Authors and writers Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999		4	1	1												
		3	1	1												
		2	4	2	2											
		1	1		1	1										
		Total	7	4	3	1	1									
2232 : Mechanical engineering technologists and technicians Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999		4	4	4												
		3	10	10										2	2	
		2	28	26	2									4	3	1
		1	47	42	5	2	2	2	1	1	1	1	1	7	7	
		Total	89	82	7	2	2	2	1	1	1	13	12	13	12	1
2233 : Industrial engineering and manufacturing technologists and technicians Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999		4	12	10	2									3	3	
		3	20	17	3									4	4	
		2	50	46	4			1	1			10	8	10	8	2



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
	1	16	14	2							5	3	2
	Total	98	87	11				1	1		22	18	4
2241 : Electrical and electronics engineering technologists and technicians	4	11	11								1	1	
Top Range: \$ 75,000 - \$79,999	3	17	14	3				2	1	1	7	6	1
Bottom Range: \$ 40,000 - \$44,999	2	20	16	4							7	5	2
	1	23	22	1	1		1				11	10	1
	Total	71	63	8	1		1	2	1	1	26	22	4
2263 : Inspectors in public and environmental health and occupational health and safety	4	1	1										
Top Range: \$ 95,000 - \$99,999	3												
Bottom Range: \$ 80,000 - \$84,999	2												
	1	1		1									
	Total	2	1	1									
2282 : User support technicians	4	4	4										
Top Range: \$100,000 and over	3	3	1	2									
Bottom Range: \$ 45,000 - \$49,999	2	15	14	1									
	1	7	7								2	2	
	Total	29	26	3							2	2	
5223 : Graphic arts technicians	4												
Top Range: \$ 70,000 - \$74,999	3												



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Bottom Range: \$ 70,000 - \$74,999	2												
	1	1	1										
	Total	1	1										
1211 : Supervisors, general office and administrative support workers Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 85,000 - \$89,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
1212 : Supervisors, finance and insurance office workers Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 80,000 - \$84,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	2	2										
	3	2	2										
	2												
	1	3	1	2									
	Total	7	5	2									
9222 : Supervisors, electronics manufacturing	4	2	1	1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	3	4	2	2									
	2	16	14	2	2	2					1		1
	1	4	4								1	1	
	Total	26	21	5	2	2					2	1	1
9227 : Supervisors, other products manufacturing and assembly Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 65,000 - \$69,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
1221 : Administrative officers Top Range: \$100,000 and over Bottom Range: \$ 70,000 - \$74,999	4	2	1	1	1	1					1	1	
	3	1	1										
	2	1	1					1	1		1	1	
	1	3	1	2							1		1
	Total	7	4	3	1	1		1	1		3	2	1
1222 : Executive assistants Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 60,000 - \$64,999	4	1		1									
	3	1		1									
	2	1		1									
	1	3		3									
	Total	6		6									
1223 : Human resources and recruitment officers	4	1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	3												
	2	1	1										
	1	2	1	1									
	Total	4	3	1									
1225 : Purchasing agents and officers Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	3	2	1									
	3	6	6								3	3	
	2	6	2	4							1		1
	1	2	1	1									
	Total	17	11	6							4	3	1
1226 : Conference and event planners Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 65,000 - \$69,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
6221 : Technical sales specialists - wholesale trade Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	5	5										
	3	1	1				1	1					
	2	2	2										
	1	6	4	2									
	Total	14	12	2				1	1				
1411 : General office support workers	4	1		1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 45,000 - \$49,999	3	1		1							1		1
	2	1		1									
	1	2		2									
	Total	5		5							1		1
1413 : NOC 2006 - Records Management and Filing Clerks Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 50,000 - \$54,999	4	1	1										
	3												
	2												
	1	1		1									
	Total	2	1	1									
1415 : Personnel clerks Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 50,000 - \$54,999	4	2		2									
	3												
	2	2		2									
	1	2		2									
	Total	6		6									
1431 : Accounting and related clerks Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 45,000 - \$49,999	4	2		2									
	3												
	2	2		2									
	1	1	1										
	Total	5	1	4									
1432 : Payroll clerks	4												



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	3												
	2												
	1	1		1									
	Total	1		1									
1452 : Correspondence, publication and regulatory clerks Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 45,000 - \$49,999	4	2		2									
	3	1		1									
	2	5	1	4							1		1
	1	3	1	2									
	Total	11	2	9							1		1
1521 : Shippers and receivers Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										
1522 : Storekeepers and partspersons Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3	3	2	1	1		1						
	2	5	3	2							1	1	
	1	3	1	2									
	Total	12	7	5	1		1				1	1	
1523 : Production logistics co-ordinators	4	6	2	4									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 45,000 - \$49,999	3	7	3	4							2	1	1
	2	12	6	6				1		1	2	1	1
	1	3	2	1									
	Total	28	13	15				1		1	4	2	2
1524 : Purchasing and inventory control workers Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
6411 : Sales and account representatives - wholesale trade (non-technical) Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 60,000 - \$64,999	4	1	1										
	3	2	1	1				1		1			
	2	1		1									
	1	1		1				1		1			
	Total	5	2	3				2		2			
6552 : Other customer and information services representatives Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 45,000 - \$49,999	4	5	1	4									
	3	7		7							1		1
	2	3		3							1		1
	1	1		1									
	Total	16	1	15							2		2

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
9523 : Electronics assemblers, fabricators, inspectors and testers Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 45,000 - \$49,999	4	2		2							1		1
	3												
	2	1		1									
	1	4	1	3							2	1	1
	Total		7	1	6						3	1	2
9537 : Other products assemblers, finishers and inspectors Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3	3	1	2							1		1
	2	1		1									
	1	8	6	2							3	3	
	Total		13	8	5						4	3	1
6733 : Janitors, caretakers and building superintendents Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3												
	2												
	1	1	1										
	Total		2	2									
Total Number of Employees		818	632	186	12	8	4	18	13	5	126	99	27



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National
Reporting Period 1977-07-28 to 2018-02-13

NOC 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
2241 : Electrical and electronics engineering technologists and technicians Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Total Number of Employees		1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
0016 : Senior managers - construction, transportation, production and utilities Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	4	4										
	2	2	1	1									
	1	2	2										
	Total	9	8	1									
0111 : Financial managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	1	1										
	3	2	1	1									
	2	6	2	4				1	1		2	1	1
	1	3	3										
	Total	12	7	5				1	1		2	1	1
0112 : Human resources managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1		1									
	3	1		1									
	2	1	1										
	1	6	3	3									
	Total	9	4	5									
0114 : Other administrative services managers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	2	2										
	3	1	1										
	2	2	1	1									
	1	7	7										
	Total	12	11	1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
0124 : Advertising, marketing and public relations managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	2	1	1									
	3	1	1										
	2	1		1									
	1	1		1									
	Total		5	2	3								
0211 : Engineering managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	5	5										
	3	3	3								1	1	
	2	13	12	1							3	2	1
	1	4	3	1									
	Total		25	23	2						4	3	1
0213 : Computer and information systems managers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	1	1										
	3												
	2												
	1	3	3										
	Total		4	4									
0601 : Corporate sales managers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	1		1									
	3	1	1										
	2	4	4					1	1				
	1	7	5	2	1	1							
	Total		13	10	3	1	1		1	1			



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
0611 : NOC 2006 - Sales, Marketing and Advertising Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
0621 : Retail and wholesale trade managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	1	1				1	1					
	2												
	1	1		1									
	Total	3	2	1				1	1				
0714 : Facility operation and maintenance managers Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	1	1										
	3												
	2												
	1	2	2										
	Total	3	3										
0911 : Manufacturing managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	2	2										
	2	4	4								1	1	
	1	4	3	1							1		1
	Total	11	10	1							2	1	1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
1111 : Financial auditors and accountants Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	2	2										
	3	1	1										
	2	1	1										
	1	1		1									
	Total		5	4	1								
1112 : Financial and investment analysts Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	3	2	1									
	3	3	2	1									
	2	2	1	1									
	1	2	2								1	1	
	Total		10	7	3						1	1	
1121 : Human resources professionals Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 70,000 - \$74,999	4	1		1									
	3												
	2												
	1	1		1									
	Total		2		2								
1122 : Professional occupations in business management consulting Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 60,000 - \$64,999	4	6	4	2									
	3	10	7	3									
	2	2	2										
	1	2		2									
	Total		20	13	7								



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
1123 : Professional occupations in advertising, marketing and public relations Top Range: \$100,000 and over Bottom Range: \$ 85,000 - \$89,999	4	1	1								1	1	
	3												
	2												
	1	2	2										
	Total		3	3								1	1
2132 : Mechanical engineers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	3	3								1	1	
	3	10	9	1							3	3	
	2	16	15	1							1		1
	1	12	10	2									
	Total		41	37	4							5	4
2133 : Electrical and electronics engineers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	2	2										
	3	3	3								1	1	
	2	32	32					3	3		4	4	
	1	41	39	2	1	1					11	10	1
	Total		78	76	2	1	1		3	3		16	15
2141 : Industrial and manufacturing engineers Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 60,000 - \$64,999	4	1	1										
	3	2	2								1	1	
	2	2	2								1	1	
	1	1	1										
	Total		6	6								2	2



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
2148 : Other professional engineers, n.e.c. Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 90,000 - \$94,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
2171 : Information systems analysts and consultants Top Range: \$100,000 and over Bottom Range: \$ 65,000 - \$69,999	4	1	1										
	3	2	1	1							1	1	
	2	5	5		1	1							
	1	5	4	1	1		1				1	1	
	Total	13	11	2	2	1	1				2	2	
2173 : Software engineers and designers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	8	7	1									
	3	4	4								1	1	
	2	10	9	1				2	2		1	1	
	1	9	4	5							1		1
	Total	31	24	7				2	2		3	2	1
2174 : Computer programmers and interactive media developers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	1	1										
	3												
	2												
	1	1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
	Total	2	2										
4163 : Business development officers and marketing researchers and consultants Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
5121 : Authors and writers Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	1	1										
	3	1	1										
	2	4	2	2									
	1	1		1	1		1						
	Total	7	4	3	1		1						
2232 : Mechanical engineering technologists and technicians Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	4	4										
	3	10	10								2	2	
	2	28	26	2							4	3	1
	1	47	42	5	2	2		2	1	1	7	7	
	Total	89	82	7	2	2		2	1	1	13	12	1
2233 : Industrial engineering and manufacturing technologists and technicians Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	12	10	2							3	3	
	3	20	17	3							4	4	
	2	50	46	4				1	1		10	8	2



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
	1	16	14	2							5	3	2
	Total	98	87	11				1	1		22	18	4
2241 : Electrical and electronics engineering technologists and technicians	4	11	11								1	1	
Top Range: \$ 75,000 - \$79,999	3	17	14	3				2	1	1	7	6	1
Bottom Range: \$ 40,000 - \$44,999	2	20	16	4							7	5	2
	1	23	22	1	1		1				11	10	1
	Total	71	63	8	1		1	2	1	1	26	22	4
2263 : Inspectors in public and environmental health and occupational health and safety	4	1	1										
Top Range: \$ 95,000 - \$99,999	3												
Bottom Range: \$ 80,000 - \$84,999	2												
	1	1		1									
	Total	2	1	1									
2282 : User support technicians	4	4	4										
Top Range: \$100,000 and over	3	3	1	2									
Bottom Range: \$ 45,000 - \$49,999	2	15	14	1									
	1	7	7								2	2	
	Total	29	26	3							2	2	
5223 : Graphic arts technicians	4												
Top Range: \$ 70,000 - \$74,999	3												



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Bottom Range: \$ 70,000 - \$74,999	2												
	1	1	1										
	Total	1	1										
1211 : Supervisors, general office and administrative support workers Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 85,000 - \$89,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
1212 : Supervisors, finance and insurance office workers Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 80,000 - \$84,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	2	2										
	3	2	2										
	2												
	1	3	1	2									
	Total	7	5	2									
9222 : Supervisors, electronics manufacturing	4	2	1	1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	3	4	2	2									
	2	16	14	2	2	2					1		1
	1	4	4								1	1	
	Total	26	21	5	2	2					2	1	1
9227 : Supervisors, other products manufacturing and assembly Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 65,000 - \$69,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
1221 : Administrative officers Top Range: \$100,000 and over Bottom Range: \$ 70,000 - \$74,999	4	2	1	1	1	1					1	1	
	3	1	1										
	2	1	1					1	1		1	1	
	1	3	1	2							1		1
	Total	7	4	3	1	1		1	1		3	2	1
1222 : Executive assistants Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 60,000 - \$64,999	4	1		1									
	3	1		1									
	2	1		1									
	1	3		3									
	Total	6		6									
1223 : Human resources and recruitment officers	4	1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	3												
	2	1	1										
	1	2	1	1									
	Total	4	3	1									
1225 : Purchasing agents and officers Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	3	2	1									
	3	6	6								3	3	
	2	6	2	4							1		1
	1	2	1	1									
	Total	17	11	6							4	3	1
1226 : Conference and event planners Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 65,000 - \$69,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
6221 : Technical sales specialists - wholesale trade Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	5	5										
	3	1	1				1	1					
	2	2	2										
	1	6	4	2									
	Total	14	12	2				1	1				
1411 : General office support workers	4	1		1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 45,000 - \$49,999	3	1		1							1		1
	2	1		1									
	1	2		2									
	Total	5		5							1		1
1413 : NOC 2006 - Records Management and Filing Clerks Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 50,000 - \$54,999	4	1	1										
	3												
	2												
	1	1		1									
	Total	2	1	1									
1415 : Personnel clerks Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 50,000 - \$54,999	4	2		2									
	3												
	2	2		2									
	1	2		2									
	Total	6		6									
1431 : Accounting and related clerks Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 45,000 - \$49,999	4	2		2									
	3												
	2	2		2									
	1	1	1										
	Total	5	1	4									
1432 : Payroll clerks	4												



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	3												
	2												
	1	1		1									
	Total	1		1									
1452 : Correspondence, publication and regulatory clerks Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 45,000 - \$49,999	4	2		2									
	3	1		1									
	2	5	1	4							1		1
	1	3	1	2									
	Total	11	2	9							1		1
1521 : Shippers and receivers Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										
1522 : Storekeepers and partspersons Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3	3	2	1	1		1						
	2	5	3	2							1	1	
	1	3	1	2									
	Total	12	7	5	1		1				1	1	
1523 : Production logistics co-ordinators	4	6	2	4									



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 45,000 - \$49,999	3	7	3	4							2	1	1
	2	12	6	6				1		1	2	1	1
	1	3	2	1									
	Total	28	13	15				1		1	4	2	2
1524 : Purchasing and inventory control workers Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
6411 : Sales and account representatives - wholesale trade (non-technical) Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 60,000 - \$64,999	4	1	1										
	3	2	1	1				1		1			
	2	1		1									
	1	1		1				1		1			
	Total	5	2	3				2		2			
6552 : Other customer and information services representatives Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 45,000 - \$49,999	4	5	1	4									
	3	7		7							1		1
	2	3		3							1		1
	1	1		1									
	Total	16	1	15							2		2



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
9523 : Electronics assemblers, fabricators, inspectors and testers Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 45,000 - \$49,999	4	2		2							1		1
	3												
	2	1		1									
	1	4	1	3							2	1	1
	Total		7	1	6						3	1	2
9537 : Other products assemblers, finishers and inspectors Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3	3	1	2							1		1
	2	1		1									
	1	8	6	2							3	3	
	Total		13	8	5						4	3	1
6733 : Janitors, caretakers and building superintendents Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3												
	2												
	1	1	1										
	Total		2	2									
Total Number of Employees		818	632	186	12	8	4	18	13	5	126	99	27



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Ontario
Reporting Period 1977-07-28 to 2018-02-13

NOC 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
2241 : Electrical and electronics engineering technologists and technicians Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Total Number of Employees		1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Toronto

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
0112 : Human resources managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1		1									
	Total	1		1									
0211 : Engineering managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
0911 : Manufacturing managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1								1	1	
	3												
	2	1	1										
	1	1		1							1		1
	Total	3	2	1							2	1	1
2132 : Mechanical engineers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	2	2										
	3	1	1										
	2	2	1	1							1		1
	1	2	2										
	Total	7	6	1							1		1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Toronto

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
2133 : Electrical and electronics engineers Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	1	1										
	3												
	2	1	1										
	1	1	1										
	Total	3	3										
2171 : Information systems analysts and consultants Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 85,000 - \$89,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
2232 : Mechanical engineering technologists and technicians Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 60,000 - \$64,999	4	3	2	1							2	1	1
	3												
	2	1	1										
	1	2	2								1	1	
	Total	6	5	1							3	2	1
2233 : Industrial engineering and manufacturing technologists and technicians Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 40,000 - \$44,999	4	4	3	1							1	1	
	3	4	2	2									
	2	10	7	3							5	3	2
	1	5	3	2							4	2	2



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Toronto

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
	Total	23	15	8							10	6	4
2241 : Electrical and electronics engineering technologists and technicians Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 40,000 - \$44,999	4	8	8								1	1	
	3	10	9	1			1		1		6	6	
	2	6	5	1							5	4	1
	1	15	14	1	1		1				11	10	1
	Total	39	36	3	1		1	1		1	23	21	2
2282 : User support technicians Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 60,000 - \$64,999	4	1		1									
	3												
	2												
	1	1	1										
	Total	2	1	1									
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
9222 : Supervisors, electronics manufacturing Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	4	3	1							1		1
	3	4	3	1									
	2												



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Toronto

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
	1	2	2								1	1	
	Total	10	8	2							2	1	1
9227 : Supervisors, other products manufacturing and assembly Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 65,000 - \$69,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
1225 : Purchasing agents and officers Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 60,000 - \$64,999	4	1	1								1	1	
	3	1	1								1	1	
	2												
	1	1		1							1		1
	Total	3	2	1							3	2	1
1411 : General office support workers Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 55,000 - \$59,999	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
1415 : Personnel clerks Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 65,000 - \$69,999	4												
	3												
	2												



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Toronto
Reporting Period 1977-07-28 to 2018-02-13

NOC 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
	1	1		1									
	Total	1		1									
1522 : Storekeepers and partpersons Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 50,000 - \$54,999	4	2	2										
	3												
	2												
	1	1	1								1	1	
	Total	3	3								1	1	
1523 : Production logistics co-ordinators Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 50,000 - \$54,999	4	2	2								1	1	
	3	1	1										
	2	1		1									
	1	1	1										
	Total	5	4	1							1	1	
9523 : Electronics assemblers, fabricators, inspectors and testers Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4	1		1									
	3												
	2												
	1	1	1								1	1	
	Total	2	1	1							1	1	
9537 : Other products assemblers, finishers and inspectors Top Range: \$ 65,000 - \$69,999	4	1		1							1		1
	3	1		1									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Toronto

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Bottom Range: \$ 40,000 - \$44,999	2												
	1	8	6	2							3	3	
	Total	10	6	4							4	3	1
Total Number of Employees		123	96	27	1		1	1		1	52	39	13



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Toronto
Reporting Period 1977-07-28 to 2018-02-13

NOC 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
2241 : Electrical and electronics engineering technologists and technicians Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Total Number of Employees		1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Hamilton

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
0016 : Senior managers - construction, transportation, production and utilities Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	4	4										
	2	2	1	1									
	1	2	2										
	Total	9	8	1									
0111 : Financial managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	1	1										
	3	2	1	1									
	2	6	2	4				1	1		2	1	1
	1	3	3										
	Total	12	7	5				1	1		2	1	1
0112 : Human resources managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1		1									
	3	1		1									
	2	1	1										
	1	5	3	2									
	Total	8	4	4									
0114 : Other administrative services managers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	2	2										
	3	1	1										
	2	2	1	1									
	1	7	7										
	Total	12	11	1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Hamilton

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NOC 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
0124 : Advertising, marketing and public relations managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	2	1	1									
	3	1	1										
	2	1		1									
	1	1		1									
	Total		5	2	3								
0211 : Engineering managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	5	5										
	3	3	3								1	1	
	2	13	12	1							3	2	1
	1	3	2	1									
	Total		24	22	2							4	3
0213 : Computer and information systems managers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	1	1										
	3												
	2												
	1	3	3										
	Total		4	4									
0601 : Corporate sales managers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	1		1									
	3	1	1										
	2	4	4					1	1				
	1	7	5	2	1	1							
	Total		13	10	3	1	1		1	1			



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Full-Time / Hamilton

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NOC 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
0611 : NOC 2006 - Sales, Marketing and Advertising Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
0621 : Retail and wholesale trade managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	1	1				1	1					
	2												
	1	1		1									
	Total	3	2	1				1	1				
0714 : Facility operation and maintenance managers Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	1	1										
	3												
	2												
	1	2	2										
	Total	3	3										
0911 : Manufacturing managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	2	2										
	2	3	3										
	1	2	2										
	Total	8	8										



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NOC 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
1111 : Financial auditors and accountants Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	2	2										
	3	1	1										
	2	1	1										
	1	1		1									
	Total	5	4	1									
1112 : Financial and investment analysts Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	3	2	1									
	3	3	2	1									
	2	2	1	1									
	1	2	2								1	1	
	Total	10	7	3							1	1	
1121 : Human resources professionals Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 70,000 - \$74,999	4	1		1									
	3												
	2												
	1	1		1									
	Total	2		2									
1122 : Professional occupations in business management consulting Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 60,000 - \$64,999	4	6	4	2									
	3	10	7	3									
	2	2	2										
	1	2		2									
	Total	20	13	7									



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NOC 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
1123 : Professional occupations in advertising, marketing and public relations Top Range: \$100,000 and over Bottom Range: \$ 85,000 - \$89,999	4	1	1								1	1	
	3												
	2												
	1	2	2										
	Total	3	3									1	1
2132 : Mechanical engineers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	4	3	1							2	2	
	3	9	9								2	2	
	2	11	11										
	1	10	8	2									
	Total	34	31	3								4	4
2133 : Electrical and electronics engineers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	1	1										
	3	3	3								1	1	
	2	31	31				3	3			4	4	
	1	40	38	2	1	1					11	10	1
	Total	75	73	2	1	1		3	3			16	15
2141 : Industrial and manufacturing engineers Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 60,000 - \$64,999	4	1	1										
	3	2	2								1	1	
	2	2	2								1	1	
	1	1	1										
	Total	6	6									2	2



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Full-Time / Hamilton

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NOC 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
2148 : Other professional engineers, n.e.c. Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 90,000 - \$94,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
2171 : Information systems analysts and consultants Top Range: \$100,000 and over Bottom Range: \$ 65,000 - \$69,999	4	1	1										
	3	2	1	1							1	1	
	2	4	4		1	1							
	1	5	4	1	1		1				1	1	
	Total	12	10	2	2	1	1				2	2	
2173 : Software engineers and designers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	8	7	1									
	3	4	4								1	1	
	2	10	9	1				2	2		1	1	
	1	9	4	5							1		1
	Total	31	24	7				2	2		3	2	1
2174 : Computer programmers and interactive media developers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	1	1										
	3												
	2												
	1	1	1										



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NOC 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
	Total	2	2										
4163 : Business development officers and marketing researchers and consultants Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
5121 : Authors and writers Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	1	1										
	3	1	1										
	2	4	2	2									
	1	1		1	1		1						
	Total	7	4	3	1		1						
2232 : Mechanical engineering technologists and technicians Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	4	4										
	3	10	10								2	2	
	2	22	21	1							1	1	
	1	47	42	5	2	2		2	1	1	7	7	
	Total	83	77	6	2	2		2	1	1	10	10	
2233 : Industrial engineering and manufacturing technologists and technicians Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	9	8	1							2	2	
	3	15	14	1							4	4	
	2	38	37	1				1	1		5	5	



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NOC 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
	1	13	13								1	1	
	Total	75	72	3				1	1		12	12	
2241 : Electrical and electronics engineering technologists and technicians	4	3	3										
Top Range: \$ 75,000 - \$79,999	3	7	5	2				1	1		1		1
Bottom Range: \$ 40,000 - \$44,999	2	14	11	3							2	1	1
	1	8	8										
	Total	32	27	5				1	1		3	1	2
2263 : Inspectors in public and environmental health and occupational health and safety	4	1	1										
Top Range: \$ 95,000 - \$99,999	3												
Bottom Range: \$ 80,000 - \$84,999	2												
	1	1		1									
	Total	2	1	1									
2282 : User support technicians	4	4	4										
Top Range: \$100,000 and over	3	2	1	1									
Bottom Range: \$ 45,000 - \$49,999	2	15	14	1									
	1	6	6								2	2	
	Total	27	25	2							2	2	
5223 : Graphic arts technicians	4												
Top Range: \$ 70,000 - \$74,999	3												



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Hamilton
Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Bottom Range: \$ 70,000 - \$74,999	2												
	1	1	1										
	Total	1	1										
1211 : Supervisors, general office and administrative support workers Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 85,000 - \$89,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
1212 : Supervisors, finance and insurance office workers Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 80,000 - \$84,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	2	2										
	3	1	1										
	2	1	1										
	1	2		2									
	Total	6	4	2									
9222 : Supervisors, electronics manufacturing	4	2	1	1									



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Hamilton

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	3	4	2	2									
	2	6	6		2	2							
	1	4	4										
	Total	16	13	3	2	2							
1221 : Administrative officers Top Range: \$100,000 and over Bottom Range: \$ 70,000 - \$74,999	4	2	1	1	1	1					1	1	
	3	1	1										
	2	1	1				1	1			1	1	
	1	3	1	2							1		1
	Total	7	4	3	1	1		1	1		3	2	1
1222 : Executive assistants Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 60,000 - \$64,999	4	1		1									
	3	1		1									
	2	1		1									
	1	3		3									
	Total	6		6									
1223 : Human resources and recruitment officers Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	1	1										
	3												
	2	1	1										
	1	2	1	1									
	Total	4	3	1									
1225 : Purchasing agents and officers	4	3	2	1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Hamilton

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	3	4	4								1	1	
	2	5	2	3									
	1	2	1	1									
	Total	14	9	5							1	1	
1226 : Conference and event planners Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 65,000 - \$69,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
6221 : Technical sales specialists - wholesale trade Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	5	5										
	3	1	1				1	1					
	2	2	2										
	1	6	4	2									
	Total	14	12	2				1	1				
1411 : General office support workers Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 45,000 - \$49,999	4	1		1									
	3												
	2	1		1									
	1	2		2									
	Total	4		4									
1413 : NOC 2006 - Records Management and Filing Clerks	4	1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Hamilton
Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 50,000 - \$54,999	3												
	2												
	1	1		1									
	Total	2	1	1									
1415 : Personnel clerks Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 50,000 - \$54,999	4	1		1									
	3	1		1									
	2	1		1									
	1	2		2									
	Total	5		5									
1431 : Accounting and related clerks Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 45,000 - \$49,999	4	2		2									
	3												
	2	2		2									
	1	1	1										
	Total	5	1	4									
1432 : Payroll clerks Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
1452 : Correspondence, publication and regulatory clerks	4	2		2									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Hamilton

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 45,000 - \$49,999	3	1		1									
	2	5	1	4							1		1
	1	3	1	2									
	Total	11	2	9							1		1
1521 : Shippers and receivers Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										
1522 : Storekeepers and partspersons Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3	1		1	1		1						
	2	4	2	2									
	1	3	1	2									
	Total	9	4	5	1		1						
1523 : Production logistics co-ordinators Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 45,000 - \$49,999	4	6	2	4									
	3	6	2	4							1		1
	2	9	4	5				1		1	2	1	1
	1	2	1	1									
	Total	23	9	14				1		1	3	1	2
1524 : Purchasing and inventory control workers	4												



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Hamilton

Reporting Period 1977-07-28 to 2018-02-13

NOC 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
Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	3												
	2												
	1	1	1										
	Total	1	1										
6411 : Sales and account representatives - wholesale trade (non-technical) Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 60,000 - \$64,999	4	1	1										
	3	2	1	1			1		1				
	2	1		1									
	1	1		1			1		1				
	Total	5	2	3				2		2			
6552 : Other customer and information services representatives Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 45,000 - \$49,999	4	5	1	4									
	3	7		7							1		1
	2	3		3							1		1
	1	1		1									
	Total	16	1	15							2		2
9523 : Electronics assemblers, fabricators, inspectors and testers Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 50,000 - \$54,999	4	2		2							1		1
	3												
	2	1		1									
	1	2		2							1		1
	Total	5		5							2		2



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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Hamilton
Reporting Period 1977-07-28 to 2018-02-13

NOC 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
9537 : Other products assemblers, finishers and inspectors Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 55,000 - \$59,999	4	1	1										
	3	1	1										
	2												
	1	1		1									
	Total	3	2	1									
6733 : Janitors, caretakers and building superintendents Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										
Total Number of Employees		695	536	159	11	8	3	17	13	4	74	60	14



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	4	4										
	2	2	1	1									
	1	2	2										
	Total	9	8	1									
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	8	6	2									
	3	26	21	5							2	2	
	2	40	30	10				3	3		6	3	3
	1	24	20	4	1	1							
	Total	98	77	21	1	1		3	3		8	5	3
Professionals Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	2	2										
	3	14	13	1							2	2	
	2	104	97	7				5	5		15	15	
	1	100	77	23	4	2	2				13	10	3
	Total	220	189	31	4	2	2	5	5		30	27	3
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	7	7										
	3	32	28	4							5	5	
	2	110	99	11				1		1	21	18	3
	1	141	126	15	3	2	1	4	3	1	37	31	6
	Total	290	260	30	3	2	1	5	3	2	63	54	9



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

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
Supervisors Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	2	2										
	3	2	2										
	2												
	1	5	1	4									
	Total	9	5	4									
Supervisors: Crafts and Trades Top Range: \$100,000 and over Bottom Range: \$ 65,000 - \$69,999	4	2	1	1									
	3	12	9	3	1	1					1		1
	2	10	9	1	1	1							
	1	3	3								1	1	
	Total	27	22	5	2	2					2	1	1
Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	6	4	2	1	1					1	1	
	3	12	10	2				1	1		4	4	
	2	15	3	12							2		2
	1	2	1	1									
	Total	35	18	17	1	1		1	1		7	5	2
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	5	5										
	3	1	1					1	1				
	2	2	2										
	1	6	4	2									
	Total	14	12	2				1	1				



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

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: \$ 85,000 - \$89,999 Bottom Range: \$ 40,000 - \$44,999	4	7	2	5									
	3	19	7	12							2	1	1
	2	26	9	17	1		1	1		1	4	1	3
	1	21	9	12							1	1	
	Total	73	27	46	1		1	1		1	7	3	4
Intermediate Sales and Service Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 45,000 - \$49,999	4	6	2	4				1		1			
	3	10	1	9				1		1	1		1
	2	4		4							1		1
	1	1		1									
	Total	21	3	18				2		2	2		2
Semi-Skilled Manual Workers Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3	5	1	4							2		2
	2	2		2									
	1	12	7	5							5	4	1
	Total	20	9	11							7	4	3
Other Sales and Service Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										



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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 1977-07-28 to 2018-02-13

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
Total Number of Employees		818	632	186	12	8	4	18	13	5	126	99	27



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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National
Reporting Period 1977-07-28 to 2018-02-13

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-Professionals and Technicians Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	4	4										
	2	2	1	1									
	1	2	2										
	Total	9	8	1									
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	8	6	2									
	3	26	21	5							2	2	
	2	40	30	10				3	3		6	3	3
	1	24	20	4	1	1							
	Total	98	77	21	1	1		3	3		8	5	3
Professionals Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	2	2										
	3	14	13	1							2	2	
	2	104	97	7				5	5		15	15	
	1	100	77	23	4	2	2				13	10	3
	Total	220	189	31	4	2	2	5	5		30	27	3
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	7	7										
	3	32	28	4							5	5	
	2	110	99	11				1		1	21	18	3
	1	141	126	15	3	2	1	4	3	1	37	31	6
	Total	290	260	30	3	2	1	5	3	2	63	54	9



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

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
Supervisors Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	2	2										
	3	2	2										
	2												
	1	5	1	4									
	Total	9	5	4									
Supervisors: Crafts and Trades Top Range: \$100,000 and over Bottom Range: \$ 65,000 - \$69,999	4	2	1	1									
	3	12	9	3	1	1					1		1
	2	10	9	1	1	1							
	1	3	3								1	1	
	Total	27	22	5	2	2					2	1	1
Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	6	4	2	1	1					1	1	
	3	12	10	2				1	1		4	4	
	2	15	3	12							2		2
	1	2	1	1									
	Total	35	18	17	1	1		1	1		7	5	2
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	5	5										
	3	1	1					1	1				
	2	2	2										
	1	6	4	2									
	Total	14	12	2				1	1				



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

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: \$ 85,000 - \$89,999 Bottom Range: \$ 40,000 - \$44,999	4	7	2	5									
	3	19	7	12							2	1	1
	2	26	9	17	1		1	1		1	4	1	3
	1	21	9	12							1	1	
	Total	73	27	46	1		1	1		1	7	3	4
Intermediate Sales and Service Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 45,000 - \$49,999	4	6	2	4				1		1			
	3	10	1	9				1		1	1		1
	2	4		4							1		1
	1	1		1									
	Total	21	3	18				2		2	2		2
Semi-Skilled Manual Workers Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3	5	1	4							2		2
	2	2		2									
	1	12	7	5							5	4	1
	Total	20	9	11							7	4	3
Other Sales and Service Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										



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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 1977-07-28 to 2018-02-13

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
Total Number of Employees		818	632	186	12	8	4	18	13	5	126	99	27



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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Ontario
Reporting Period 1977-07-28 to 2018-02-13

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-Professionals and Technicians Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1	1										



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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Toronto

Reporting Period 1977-07-28 to 2018-02-13

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
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1								1	1	
	3												
	2	1	1										
	1	3	1	2							1		1
	Total	5	3	2							2	1	1
Professionals Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	1	1										
	3	2	2										
	2	3	3										
	1	5	4	1							1		1
	Total	11	10	1							1		1
Semi-Professionals and Technicians Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 40,000 - \$44,999	4	5	3	2							1	1	
	3	15	12	3							3	2	1
	2	30	25	5				1		1	17	14	3
	1	20	17	3	1		1				15	12	3
	Total	70	57	13	1		1	1		1	36	29	7
Supervisors Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Toronto

Reporting Period 1977-07-28 to 2018-02-13

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
Supervisors: Crafts and Trades Top Range: \$100,000 and over Bottom Range: \$ 65,000 - \$69,999	4	6	5	1							1		1
	3	2	1	1									
	2	2	2								1	1	
	1	1	1										
	Total		11	9	2							2	1
Administrative and Senior Clerical Personnel Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 60,000 - \$64,999	4	1	1								1	1	
	3	1	1								1	1	
	2												
	1	1		1							1		1
	Total		3	2	1							3	2
Clerical Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 50,000 - \$54,999	4	3	2	1							1	1	
	3	2	1	1							1		1
	2	3	2	1									
	1	2	2								1	1	
	Total		10	7	3							3	2
Semi-Skilled Manual Workers Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 40,000 - \$44,999	4	1		1							1		1
	3	1		1									
	2												
	1	10	7	3							4	4	
	Total		12	7	5							5	4



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Toronto
Reporting Period 1977-07-28 to 2018-02-13

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
Total Number of Employees		123	96	27	1		1	1		1	52	39	13



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Toronto
Reporting Period 1977-07-28 to 2018-02-13

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-Professionals and Technicians Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Hamilton

Reporting Period 1977-07-28 to 2018-02-13

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	4	4										
	2	2	1	1									
	1	2	2										
	Total	9	8	1									
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	8	6	2									
	3	25	20	5							1	1	
	2	36	28	8				3	3		5	3	2
	1	24	20	4	1	1							
	Total	93	74	19	1	1		3	3		6	4	2
Professionals Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	1	1										
	3	13	12	1							2	2	
	2	100	93	7				5	5		15	15	
	1	95	73	22	4	2	2				12	10	2
	Total	209	179	30	4	2	2	5	5		29	27	2
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	5	5										
	3	28	26	2							4	4	
	2	75	70	5							9	9	
	1	112	102	10	2	2		4	3	1	14	12	2
	Total	220	203	17	2	2		4	3	1	27	25	2



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Hamilton

Reporting Period 1977-07-28 to 2018-02-13

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
Supervisors Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	2	2										
	3	1	1										
	2	1	1										
	1	4		4									
	Total	8	4	4									
Supervisors: Crafts and Trades Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	2	1	1									
	3	4	2	2									
	2	6	6		2	2							
	1	4	4										
	Total	16	13	3	2	2							
Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	6	4	2	1	1					1	1	
	3	10	8	2				1	1		2	2	
	2	14	3	11							1		1
	1	2	1	1									
	Total	32	16	16	1	1		1	1		4	3	1
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	5	5										
	3	1	1					1	1				
	2	2	2										
	1	6	4	2									
	Total	14	12	2				1	1				



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Hamilton

Reporting Period 1977-07-28 to 2018-02-13

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: \$ 85,000 - \$89,999 Bottom Range: \$ 40,000 - \$44,999	4	7	2	5									
	3	16	5	11							1		1
	2	20	5	15	1		1	1		1	3	1	2
	1	20	8	12									
	Total	63	20	43	1		1	1		1	4	1	3
Intermediate Sales and Service Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 45,000 - \$49,999	4	6	2	4				1		1			
	3	10	1	9				1		1	1		1
	2	4		4							1		1
	1	1		1									
	Total	21	3	18				2		2	2		2
Semi-Skilled Manual Workers Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 50,000 - \$54,999	4	1	1										
	3	3	1	2							1		1
	2	1		1									
	1	3		3							1		1
	Total	8	2	6							2		2
Other Sales and Service Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Hamilton
Reporting Period 1977-07-28 to 2018-02-13

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
Total Number of Employees		695	536	159	11	8	3	17	13	4	74	60	14



Wescam Inc. (certificate # 061155)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 1977-07-28 to 2018-02-13

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 40,000 - \$44,999	19	15	4							1	1	
\$ 45,000 - \$49,999	50	35	15	1		1				19	16	3
\$ 50,000 - \$59,999	117	75	42	4	2	2	3	1	2	22	15	7
\$ 60,000 - \$69,999	150	104	46	1		1	5	2	3	27	19	8
\$ 70,000 - \$84,999	155	118	37	1	1					21	16	5
\$ 85,000 - \$99,999	112	98	14	2	2		2	2		14	14	
\$100,000 and over	215	187	28	3	3		8	8		22	18	4
Total Number of Employees	818	632	186	12	8	4	18	13	5	126	99	27



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / National

Reporting Period 1977-07-28 to 2018-02-13

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
\$ 50,000 and over	1	1										
Total Number of Employees	1	1										

Reporting Period 1977-07-28 to 2018-02-13

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 40,000 - \$44,999	19	15	4							1	1	
\$ 45,000 - \$49,999	50	35	15	1		1				19	16	3
\$ 50,000 - \$59,999	117	75	42	4	2	2	3	1	2	22	15	7
\$ 60,000 - \$69,999	150	104	46	1		1	5	2	3	27	19	8
\$ 70,000 - \$84,999	155	118	37	1	1					21	16	5
\$ 85,000 - \$99,999	112	98	14	2	2		2	2		14	14	
\$100,000 and over	215	187	28	3	3		8	8		22	18	4
Total Number of Employees	818	632	186	12	8	4	18	13	5	126	99	27



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / Ontario
Reporting Period 1977-07-28 to 2018-02-13

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
\$ 50,000 and over	1	1										
Total Number of Employees	1	1										



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Toronto

Reporting Period 1977-07-28 to 2018-02-13

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 40,000 - \$44,999	4	3	1							1	1	
\$ 45,000 - \$49,999	25	20	5	1		1				17	14	3
\$ 50,000 - \$59,999	13	10	3							8	6	2
\$ 60,000 - \$69,999	34	26	8				1		1	15	11	4
\$ 70,000 - \$84,999	22	17	5							6	4	2
\$ 85,000 - \$99,999	11	9	2							2	2	
\$100,000 and over	14	11	3							3	1	2
Total Number of Employees	123	96	27	1		1	1		1	52	39	13



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Toronto

Reporting Period 1977-07-28 to 2018-02-13

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
\$ 50,000 and over	1	1										
Total Number of Employees	1	1										



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Hamilton

Reporting Period 1977-07-28 to 2018-02-13

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 40,000 - \$44,999	15	12	3									
\$ 45,000 - \$49,999	25	15	10							2	2	
\$ 50,000 - \$59,999	104	65	39	4	2	2	3	1	2	14	9	5
\$ 60,000 - \$69,999	116	78	38	1		1	4	2	2	12	8	4
\$ 70,000 - \$84,999	133	101	32	1	1					15	12	3
\$ 85,000 - \$99,999	101	89	12	2	2		2	2		12	12	
\$100,000 and over	201	176	25	3	3		8	8		19	17	2
Total Number of Employees	695	536	159	11	8	3	17	13	4	74	60	14

Wescam Inc. (certificate # 061155)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Ontario
Reporting Period 2015-03-19 to 2018-02-13

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2										
Middle and Other Managers	20	16	4							1	1	
Professionals	76	62	14	4	3	1	1	1		17	15	2
Semi-Professionals and Technicians	66	63	3	1	1					20	18	2
Supervisors	1	1										
Administrative and Senior Clerical Personnel	16	9	7	1	1					4	3	1
Skilled Sales and Service Personnel	1	1										
Clerical Personnel	28	11	17							4	3	1
Intermediate Sales and Service Personnel	7	1	6				1		1	1		1
Semi-Skilled Manual Workers	5	2	3							2	1	1
Other Sales and Service Personnel	1	1										
Total Number of Employees Hired	223	169	54	6	5	1	2	1	1	49	41	8

Wescam Inc. (certificate # 061155)

Form 4 C

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Temporary / Ontario
Reporting Period 2015-03-19 to 2018-02-13

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									
Professionals	14	12	2							4	3	1
Semi-Professionals and Technicians	4	4										
Clerical Personnel	1	1								1	1	
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Hired	22	19	3							5	4	1



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2015-03-19 to 2018-02-13

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	22	17	5							2	1	1
Professionals	18	17	1							2	2	
Semi-Professionals and Technicians	7	5	2									
Supervisors: Crafts and Trades	2	2								1	1	
Administrative and Senior Clerical Personnel	3	1	2							1		1
Skilled Sales and Service Personnel	1	1										
Clerical Personnel	4	2	2									
Intermediate Sales and Service Personnel	1		1									
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Promoted	59	46	13							6	4	2
Total Number of Promotions	59	46	13							6	4	2

Wescam Inc. (certificate # 061155)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Ontario
Reporting Period 2015-03-19 to 2018-02-13

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	8	5	3							1	1	
Professionals	64	53	11	1	1		1	1		12	10	2
Semi-Professionals and Technicians	47	45	2	3	3		4	4		7	6	1
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	6	1	5									
Skilled Sales and Service Personnel	3	2	1									
Clerical Personnel	23	7	16							5	4	1
Intermediate Sales and Service Personnel	4		4				1		1	1		1
Semi-Skilled Manual Workers	5	4	1							2	2	
Other Sales and Service Personnel	1	1										
Total Number of Employees Terminated	162	119	43	4	4		6	5	1	28	23	5



Wescam Inc. (certificate # 061155)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / Ontario

Reporting Period 2015-03-19 to 2018-02-13

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
Semi-Professionals and Technicians	2	2										
Total Number of Employees Terminated	2	2										

Wescam Inc. (certificate # 061155)

Form 6 C

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Temporary / Ontario
Reporting Period 2015-03-19 to 2018-02-13

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	3	1	2									
Professionals	24	22	2							4	3	1
Semi-Professionals and Technicians	6	6										
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	4	2	2							1	1	
Intermediate Sales and Service Personnel	2	1	1									
Total Number of Employees Terminated	40	32	8							5	4	1

Workplace Equity Information Management System - Wescam Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-13

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	9	1	11.1 %	27.4 %	2	-1	National
02 : Middle and Other Managers	National	98	21	21.4 %	38.9 %	38	-17	National
03 : Professionals		220	31	14.1 %	21.4 %	47	-16	
1111 : Financial auditors and accountants	National	5	1	20.0 %	55.1 %	3	-2	National
1112 : Financial and investment analysts	National	10	3	30.0 %	50.1 %	5	-2	National
1121 : Human resources professionals	National	2	2	100.0 %	71.1 %	1	1	National
1122 : Professional occupations in business management consulting	National	20	7	35.0 %	42.0 %	8	-1	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	0	0.0 %	66.4 %	2	-2	National
2132 : Mechanical engineers	National	41	4	9.8 %	9.0 %	4	0	National
2133 : Electrical and electronics engineers	National	78	2	2.6 %	11.3 %	9	-7	National
2141 : Industrial and manufacturing engineers	National	6	0	0.0 %	17.0 %	1	-1	National
2148 : Other professional engineers, n.e.c.	National	1	0	0.0 %	15.8 %	0	0	National
2171 : Information systems analysts and consultants	National	13	2	15.4 %	28.3 %	4	-2	National
2173 : Software engineers and designers	National	31	7	22.6 %	17.4 %	5	2	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	17.9 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	50.7 %	1	-1	National
5121 : Authors and writers	National	7	3	42.9 %	54.9 %	4	-1	National
04 : Semi-Professionals and Technicians		291	30	10.3 %	14.4 %	42	-12	
2232 : Mechanical engineering technologists and technicians	Ontario	89	7	7.9 %	6.3 %	6	1	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	98	11	11.2 %	19.9 %	20	-9	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	72	8	11.1 %	12.1 %	9	-1	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	1	50.0 %	35.1 %	1	0	Ontario
2282 : User support technicians	Ontario	29	3	10.3 %	24.2 %	7	-4	Ontario
5223 : Graphic arts technicians	Ontario	1	0	0.0 %	32.2 %	0	0	Ontario

Workplace Equity Information Management System - Wescam Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-13

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
05 : Supervisors		9	4	44.4 %	56.1 %	5	-1	
Employment Equity Occupational Group	Hamilton	8	4	50.0 %	56.5 %	5	-1	Hamilton
Employment Equity Occupational Group	Toronto	1	0	0.0 %	53.0 %	1	-1	Toronto
06 : Supervisors: Crafts and Trades		27	5	18.5 %	30.7 %	8	-3	
9222 : Supervisors, electronics manufacturing	Ontario	26	5	19.2 %	31.0 %	8	-3	Ontario
9227 : Supervisors, other products manufacturing and assembly	Ontario	1	0	0.0 %	22.7 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		35	17	48.6 %	83.2 %	29	-12	
Employment Equity Occupational Group	Hamilton	32	16	50.0 %	83.5 %	27	-11	Hamilton
Employment Equity Occupational Group	Toronto	3	1	33.3 %	80.1 %	2	-1	Toronto
08 : Skilled Sales and Service Personnel		14	2	14.3 %	28.7 %	4	-2	
6221 : Technical sales specialists - wholesale trade	Ontario	14	2	14.3 %	28.7 %	4	-2	Ontario
10 : Clerical Personnel		73	46	63.0 %	68.1 %	50	-4	
Employment Equity Occupational Group	Hamilton	63	43	68.3 %	68.5 %	43	0	Hamilton
Employment Equity Occupational Group	Toronto	10	3	30.0 %	65.2 %	7	-4	Toronto
11 : Intermediate Sales and Service Personnel		21	18	85.7 %	67.1 %	14	4	
Employment Equity Occupational Group	Hamilton	21	18	85.7 %	67.1 %	14	4	Hamilton
12 : Semi-Skilled Manual Workers		20	11	55.0 %	20.6 %	4	7	
Employment Equity Occupational Group	Hamilton	8	6	75.0 %	18.6 %	1	5	Hamilton
Employment Equity Occupational Group	Toronto	12	5	41.7 %	22.0 %	3	2	Toronto
13 : Other Sales and Service Personnel		2	0	0.0 %	57.0 %	1	-1	
Employment Equity Occupational Group	Hamilton	2	0	0.0 %	57.0 %	1	-1	Hamilton
Total		819	186	22.7 %	29.9 %	244	-58	

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 - Wescam Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-13

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	9	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	98	1	1.0 %	2.2 %	2	-1	National
03 : Professionals		220	4	1.8 %	0.9 %	2	2	
1111 : Financial auditors and accountants	National	5	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	10	0	0.0 %	0.9 %	0	0	National
1121 : Human resources professionals	National	2	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	20	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	0	0.0 %	2.1 %	0	0	National
2132 : Mechanical engineers	National	41	0	0.0 %	0.7 %	0	0	National
2133 : Electrical and electronics engineers	National	78	1	1.3 %	0.7 %	1	0	National
2141 : Industrial and manufacturing engineers	National	6	0	0.0 %	0.8 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	1	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	13	2	15.4 %	1.1 %	0	2	National
2173 : Software engineers and designers	National	31	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	1.0 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	2.0 %	0	0	National
5121 : Authors and writers	National	7	1	14.3 %	1.9 %	0	1	National
04 : Semi-Professionals and Technicians		291	3	1.0 %	1.4 %	4	-1	
2232 : Mechanical engineering technologists and technicians	Ontario	89	2	2.2 %	1.4 %	1	1	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	98	0	0.0 %	1.1 %	1	-1	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	72	1	1.4 %	1.8 %	1	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	0	0.0 %	2.1 %	0	0	Ontario
2282 : User support technicians	Ontario	29	0	0.0 %	1.6 %	0	0	Ontario
5223 : Graphic arts technicians	Ontario	1	0	0.0 %	2.4 %	0	0	Ontario

Workplace Equity Information Management System - Wescam Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-13

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area	
			Representation #	%	Availability %			
05 : Supervisors		9	0	0.0 %	1.7 %	0	0	
Employment Equity Occupational Group	Hamilton	8	0	0.0 %	1.8 %	0	0	Hamilton
Employment Equity Occupational Group	Toronto	1	0	0.0 %	1.0 %	0	0	Toronto
06 : Supervisors: Crafts and Trades		27	2	7.4 %	0.0 %	0	2	
9222 : Supervisors, electronics manufacturing	Ontario	26	2	7.7 %	0.0 %	0	2	Ontario
9227 : Supervisors, other products manufacturing and assembly	Ontario	1	0	0.0 %	1.2 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		35	1	2.9 %	1.5 %	1	0	
Employment Equity Occupational Group	Hamilton	32	1	3.1 %	1.5 %	0	1	Hamilton
Employment Equity Occupational Group	Toronto	3	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		14	0	0.0 %	1.0 %	0	0	
6221 : Technical sales specialists - wholesale trade	Ontario	14	0	0.0 %	1.0 %	0	0	Ontario
10 : Clerical Personnel		73	1	1.4 %	1.5 %	1	0	
Employment Equity Occupational Group	Hamilton	63	1	1.6 %	1.6 %	1	0	Hamilton
Employment Equity Occupational Group	Toronto	10	0	0.0 %	0.7 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		21	0	0.0 %	1.6 %	0	0	
Employment Equity Occupational Group	Hamilton	21	0	0.0 %	1.6 %	0	0	Hamilton
12 : Semi-Skilled Manual Workers		20	0	0.0 %	1.2 %	0	0	
Employment Equity Occupational Group	Hamilton	8	0	0.0 %	1.9 %	0	0	Hamilton
Employment Equity Occupational Group	Toronto	12	0	0.0 %	0.7 %	0	0	Toronto
13 : Other Sales and Service Personnel		2	0	0.0 %	2.5 %	0	0	
Employment Equity Occupational Group	Hamilton	2	0	0.0 %	2.5 %	0	0	Hamilton
Total		819	12	1.5 %	1.3 %	10	2	

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 - Wescam Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-13

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	9	0	0.0 %	10.1 %	1	-1	National
02 : Middle and Other Managers	National	98	8	8.2 %	15.0 %	15	-7	National
03 : Professionals		220	30	13.6 %	31.5 %	69	-39	
1111 : Financial auditors and accountants	National	5	0	0.0 %	27.5 %	1	-1	National
1112 : Financial and investment analysts	National	10	1	10.0 %	35.4 %	4	-3	National
1121 : Human resources professionals	National	2	0	0.0 %	14.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	20	0	0.0 %	21.6 %	4	-4	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	1	33.3 %	16.9 %	1	0	National
2132 : Mechanical engineers	National	41	5	12.2 %	28.6 %	12	-7	National
2133 : Electrical and electronics engineers	National	78	16	20.5 %	34.9 %	27	-11	National
2141 : Industrial and manufacturing engineers	National	6	2	33.3 %	31.5 %	2	0	National
2148 : Other professional engineers, n.e.c.	National	1	0	0.0 %	27.3 %	0	0	National
2171 : Information systems analysts and consultants	National	13	2	15.4 %	31.4 %	4	-2	National
2173 : Software engineers and designers	National	31	3	9.7 %	40.5 %	13	-10	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	31.5 %	1	-1	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	21.9 %	0	0	National
5121 : Authors and writers	National	7	0	0.0 %	10.7 %	1	-1	National
04 : Semi-Professionals and Technicians		291	63	21.6 %	29.0 %	84	-21	
2232 : Mechanical engineering technologists and technicians	Ontario	89	13	14.6 %	20.5 %	18	-5	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	98	22	22.4 %	33.3 %	33	-11	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	72	26	36.1 %	31.4 %	23	3	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	0	0.0 %	16.6 %	0	0	Ontario
2282 : User support technicians	Ontario	29	2	6.9 %	35.9 %	10	-8	Ontario
5223 : Graphic arts technicians	Ontario	1	0	0.0 %	24.0 %	0	0	Ontario

Workplace Equity Information Management System - Wescam Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-13

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
05 : Supervisors		9	0	0.0 %	16.6 %	1	-1	
Employment Equity Occupational Group	Hamilton	8	0	0.0 %	13.0 %	1	-1	Hamilton
Employment Equity Occupational Group	Toronto	1	0	0.0 %	45.8 %	0	0	Toronto
06 : Supervisors: Crafts and Trades		27	2	7.4 %	37.8 %	10	-8	
9222 : Supervisors, electronics manufacturing	Ontario	26	2	7.7 %	38.4 %	10	-8	Ontario
9227 : Supervisors, other products manufacturing and assembly	Ontario	1	0	0.0 %	22.7 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		35	7	20.0 %	10.7 %	4	3	
Employment Equity Occupational Group	Hamilton	32	4	12.5 %	8.2 %	3	1	Hamilton
Employment Equity Occupational Group	Toronto	3	3	100.0 %	37.3 %	1	2	Toronto
08 : Skilled Sales and Service Personnel		14	0	0.0 %	20.8 %	3	-3	
6221 : Technical sales specialists - wholesale trade	Ontario	14	0	0.0 %	20.8 %	3	-3	Ontario
10 : Clerical Personnel		73	7	9.6 %	15.3 %	11	-4	
Employment Equity Occupational Group	Hamilton	63	4	6.3 %	10.1 %	6	-2	Hamilton
Employment Equity Occupational Group	Toronto	10	3	30.0 %	48.1 %	5	-2	Toronto
11 : Intermediate Sales and Service Personnel		21	2	9.5 %	15.8 %	3	-1	
Employment Equity Occupational Group	Hamilton	21	2	9.5 %	15.8 %	3	-1	Hamilton
12 : Semi-Skilled Manual Workers		20	7	35.0 %	41.0 %	8	-1	
Employment Equity Occupational Group	Hamilton	8	2	25.0 %	16.4 %	1	1	Hamilton
Employment Equity Occupational Group	Toronto	12	5	41.7 %	57.5 %	7	-2	Toronto
13 : Other Sales and Service Personnel		2	0	0.0 %	15.1 %	0	0	
Employment Equity Occupational Group	Hamilton	2	0	0.0 %	15.1 %	0	0	Hamilton
Total		819	126	15.4 %	25.7 %	209	-83	

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 - Wescam Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-13

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
01/02 : Managers	National	107	3	2.8 %	4.3 %	5	-2	National
03 : Professionals	National	220	5	2.3 %	3.8 %	8	-3	National
04 : Semi-Professionals and Technicians	National	291	5	1.7 %	4.6 %	13	-8	National
05 : Supervisors	National	9	0	0.0 %	13.9 %	1	-1	National
06 : Supervisors: Crafts and Trades	National	27	0	0.0 %	7.8 %	2	-2	National
07 : Administrative and Senior Clerical Personnel	National	35	1	2.9 %	3.4 %	1	0	National
08 : Skilled Sales and Service Personnel	National	14	1	7.1 %	3.5 %	0	1	National
10 : Clerical Personnel	National	73	1	1.4 %	7.0 %	5	-4	National
11 : Intermediate Sales and Service Personnel	National	21	2	9.5 %	5.6 %	1	1	National
12 : Semi-Skilled Manual Workers	National	20	0	0.0 %	4.8 %	1	-1	National
13 : Other Sales and Service Personnel	National	2	0	0.0 %	6.3 %	0	0	National
Total		819	18	2.2 %	4.7 %	37	-19	

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: 2018-02-13

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
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



Workforce Analysis - Detailed Report

Date: 2018-02-13

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service 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



Workplace Equity Information Management System - Wescam Inc.

Workforce Analysis - Summary Report

Date: 2018-02-13

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	9	1	11.1 %	27.4 %	2	-1
02 : Middle and Other Managers	98	21	21.4 %	38.9 %	38	-17
03 : Professionals	220	31	14.1 %	21.4 %	47	-16
04 : Semi-Professionals and Technicians	291	30	10.3 %	14.4 %	42	-12
05 : Supervisors	9	4	44.4 %	56.1 %	5	-1
06 : Supervisors: Crafts and Trades	27	5	18.5 %	30.7 %	8	-3
07 : Administrative and Senior Clerical Personnel	35	17	48.6 %	83.2 %	29	-12
08 : Skilled Sales and Service Personnel	14	2	14.3 %	28.7 %	4	-2
10 : Clerical Personnel	73	46	63.0 %	68.1 %	50	-4
11 : Intermediate Sales and Service Personnel	21	18	85.7 %	67.1 %	14	4
12 : Semi-Skilled Manual Workers	20	11	55.0 %	20.6 %	4	7
13 : Other Sales and Service Personnel	2	0	0.0 %	57.0 %	1	-1
Total	819	186	22.7 %	29.9 %	244	-58

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Wescam Inc.

Workforce Analysis - Summary Report

Date: 2018-02-13

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #
		#	%	%	#	
01 : Senior Managers	9	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	98	1	1.0 %	2.2 %	2	-1
03 : Professionals	220	4	1.8 %	0.9 %	2	2
04 : Semi-Professionals and Technicians	291	3	1.0 %	1.4 %	4	-1
05 : Supervisors	9	0	0.0 %	1.7 %	0	0
06 : Supervisors: Crafts and Trades	27	2	7.4 %	0.0 %	0	2
07 : Administrative and Senior Clerical Personnel	35	1	2.9 %	1.5 %	1	0
08 : Skilled Sales and Service Personnel	14	0	0.0 %	1.0 %	0	0
10 : Clerical Personnel	73	1	1.4 %	1.5 %	1	0
11 : Intermediate Sales and Service Personnel	21	0	0.0 %	1.6 %	0	0
12 : Semi-Skilled Manual Workers	20	0	0.0 %	1.2 %	0	0
13 : Other Sales and Service Personnel	2	0	0.0 %	2.5 %	0	0
Total	819	12	1.5 %	1.3 %	10	2

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - Wescam Inc.

Workforce Analysis - Summary Report

Date: 2018-02-13

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	9	0	0.0 %	10.1 %	1	-1
02 : Middle and Other Managers	98	8	8.2 %	15.0 %	15	-7
03 : Professionals	220	30	13.6 %	31.5 %	69	-39
04 : Semi-Professionals and Technicians	291	63	21.6 %	29.0 %	84	-21
05 : Supervisors	9	0	0.0 %	16.6 %	1	-1
06 : Supervisors: Crafts and Trades	27	2	7.4 %	37.8 %	10	-8
07 : Administrative and Senior Clerical Personnel	35	7	20.0 %	10.7 %	4	3
08 : Skilled Sales and Service Personnel	14	0	0.0 %	20.8 %	3	-3
10 : Clerical Personnel	73	7	9.6 %	15.3 %	11	-4
11 : Intermediate Sales and Service Personnel	21	2	9.5 %	15.8 %	3	-1
12 : Semi-Skilled Manual Workers	20	7	35.0 %	41.0 %	8	-1
13 : Other Sales and Service Personnel	2	0	0.0 %	15.1 %	0	0
Total	819	126	15.4 %	25.7 %	209	-83

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Wescam Inc.

Workforce Analysis - Summary Report

Date: 2018-02-13

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	107	3	2.8 %	4.3 %	5	-2
03 : Professionals	220	5	2.3 %	3.8 %	8	-3
04 : Semi-Professionals and Technicians	291	5	1.7 %	4.6 %	13	-8
05 : Supervisors	9	0	0.0 %	13.9 %	1	-1
06 : Supervisors: Crafts and Trades	27	0	0.0 %	7.8 %	2	-2
07 : Administrative and Senior Clerical Personnel	35	1	2.9 %	3.4 %	1	0
08 : Skilled Sales and Service Personnel	14	1	7.1 %	3.5 %	0	1
10 : Clerical Personnel	73	1	1.4 %	7.0 %	5	-4
11 : Intermediate Sales and Service Personnel	21	2	9.5 %	5.6 %	1	1
12 : Semi-Skilled Manual Workers	20	0	0.0 %	4.8 %	1	-1
13 : Other Sales and Service Personnel	2	0	0.0 %	6.3 %	0	0
Total	819	18	2.2 %	4.7 %	37	-19

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-02-13

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
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



Workforce Analysis - Summary Report

Date: 2018-02-13

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service 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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Wescam Inc.

[Date: 2018-02-13]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	18

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	02	13

Table 1: Women

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	6	0	27.40
02	Middle & Other Managers	71	20	38.90
03	Professionals	234	35	21.20
04	Semi-Professionals & Technicians	276	30	13.80
05	Supervisors	8	3	56.10
06	Supervisors: Crafts & Trades	28	4	30.70
07	Administrative & Senior Clerical Personnel	27	12	83.40
08	Skilled Sales & Service Personnel	19	5	28.60
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	69	47	68.00
11	Intermediate Sales & Service Personnel	18	17	67.10
12	Semi-Skilled Manual Workers	19	8	21.30
13	Other Sales & Service Personnel	2	0	57.00
14	Other Manual Workers	0	0	0.00
Total		777	181	28.6

*** Source:**

2011 National Household Survey

Table 5: Women

Employment Equity Occupational Group (EEOG)		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
		#	#	%
		9	1	27.40
		98	21	38.90
		220	31	21.40
		291	30	14.40
		9	4	56.10
		27	5	30.70
		35	17	83.20
		14	2	28.70
		73	46	68.10
		21	18	67.10
		20	11	20.60
		2		57.00
		819	186	29.9

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Wescam Inc.

[Date: 2018-02-13]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	18

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	02	13

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	6	0	2.90
02	Middle & Other Managers	71	1	2.20
03	Professionals	234	0	0.90
04	Semi-Professionals & Technicians	276	5	1.40
05	Supervisors	8	0	1.70
06	Supervisors: Crafts & Trades	28	2	0.00
07	Administrative & Senior Clerical Personnel	27	0	1.50
08	Skilled Sales & Service Personnel	19	0	1.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	69	1	1.50
11	Intermediate Sales & Service Personnel	18	1	1.60
12	Semi-Skilled Manual Workers	19	0	0.90
13	Other Sales & Service Personnel	2	0	2.50
14	Other Manual Workers	0	0	0.00
Total		777	10	1.3

*** Source:**

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		9		2.90
		98	1	2.20
		220	4	0.90
		291	3	1.40
		9		1.70
		27	2	
		35	1	1.50
		14		1.00
		73	1	1.50
		21		1.60
		20		1.20
		2		2.50
Total		819	12	1.3

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Wescam Inc.

[Date: 2018-02-13]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	18

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	02	13

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
01	Senior Managers	6	0	10.10
02	Middle & Other Managers	71	5	15.00
03	Professionals	234	33	31.60
04	Semi-Professionals & Technicians	276	52	28.50
05	Supervisors	8	0	17.10
06	Supervisors: Crafts & Trades	28	3	37.80
07	Administrative & Senior Clerical Personnel	27	3	9.30
08	Skilled Sales & Service Personnel	19	0	21.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	69	10	16.20
11	Intermediate Sales & Service Personnel	18	2	15.80
12	Semi-Skilled Manual Workers	19	5	48.80
13	Other Sales & Service Personnel	2	0	15.10
14	Other Manual Workers	0	0	0.00
Total		777	113	26.5

*** Source:**

2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
		9		10.10
		98	8	15.00
		220	30	31.50
		291	63	29.00
		9		16.60
		27	2	37.80
		35	7	10.70
		14		20.80
		73	7	15.30
		21	2	15.80
		20	7	41.00
		2		15.10
		819	126	25.7

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Wescam Inc.

[Date: 2018-02-13]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	18

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	02	13

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	77	5	4.30
03	Professionals	234	6	3.80
04	Semi-Professionals & Technicians	276	8	4.60
05	Supervisors	8	0	13.90
06	Supervisors: Crafts & Trades	28	0	7.80
07	Administrative & Senior Clerical Personnel	27	1	3.40
08	Skilled Sales & Service Personnel	19	1	3.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	69	1	7.00
11	Intermediate Sales & Service Personnel	18	1	5.60
12	Semi-Skilled Manual Workers	19	0	4.80
13	Other Sales & Service Personnel	2	0	6.30
14	Other Manual Workers	0	0	0.00
Total		777	23	4.7

*** Source:**
2012 Canadian Survey on Disability

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

All Employees		Persons with Disabilities	
		Representation	Availability*
#	#	%	
107	3	4.30	
220	5	3.80	
291	5	4.60	
9		13.90	
27		7.80	
35	1	3.40	
14	1	3.50	
73	1	7.00	
21	2	5.60	
20		4.80	
2		6.30	
819	18	4.7	

*** Source:**
2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Wescam Inc.

[Date: 2018-02-13]

Start Date of Flow Data		
YYYY	MM	DD
2015	03	19

End Date of Flow Data		
YYYY	MM	DD
2018	02	13

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				Table 5: Women				Table 9: Women			
	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	2											
02 Middle & Other Managers	20	4			22	5			8	3		
03 Professionals	76	14			18	1			64	11		
04 Semi-Professionals & Technicians	66	3			7	2			47	2	2	
05 Supervisors	1											
06 Supervisors: Crafts & Trades					2				1			
07 Administrative & Senior Clerical Personnel	16	7			3	2			6	5		
08 Skilled Sales & Service Personnel	1				1				3	1		
09 Skilled Crafts & Trades Workers												
10 Clerical Personnel	28	17			4	2			23	16		
11 Intermediate Sales & Service Personnel	7	6			1	1			4	4		
12 Semi-Skilled Manual Workers	5	3			1				5	1		
13 Other Sales & Service Personnel	1								1			
14 Other Manual Workers												
Total	223	54	0	0	59	13	0	0	162	43	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Wescam Inc.

[Date: 2018-02-13]

Start Date of Flow Data		
YYYY	MM	DD
2015	03	19

End Date of Flow Data		
YYYY	MM	DD
2018	02	13

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			
	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	2		0	
02 Middle & Other Managers	20		0	
03 Professionals	76	4	0	
04 Semi-Professionals & Technicians	66	1	0	
05 Supervisors	1		0	
06 Supervisors: Crafts & Trades	0		0	
07 Administrative & Senior Clerical Personnel	16	1	0	
08 Skilled Sales & Service Personnel	1		0	
09 Skilled Crafts & Trades Workers	0		0	
10 Clerical Personnel	28		0	
11 Intermediate Sales & Service Personnel	7		0	
12 Semi-Skilled Manual Workers	5		0	
13 Other Sales & Service Personnel	1		0	
14 Other Manual Workers	0		0	
Total	223	6	0	0

Table 6: Aboriginal Peoples			
Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0		0	
22		0	
18		0	
7		0	
0		0	
2		0	
3		0	
1		0	
0		0	
4		0	
1		0	
1		0	
0		0	
0		0	
59	0	0	0

Table 10: Aboriginal Peoples			
Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0		0	
8		0	
64	1	0	
47	3	2	
0		0	
1		0	
6		0	
3		0	
0		0	
23		0	
4		0	
5		0	
1		0	
0		0	
162	4	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Wescam Inc.

[Date: 2018-02-13]

Start Date of Flow Data		
YYYY	MM	DD
2015	03	19

End Date of Flow Data		
YYYY	MM	DD
2018	02	13

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	2		0	
02 Middle & Other Managers	20		0	
03 Professionals	76	1	0	
04 Semi-Professionals & Technicians	66		0	
05 Supervisors	1		0	
06 Supervisors: Crafts & Trades	0		0	
07 Administrative & Senior Clerical Personnel	16		0	
08 Skilled Sales & Service Personnel	1		0	
09 Skilled Crafts & Trades Workers	0		0	
10 Clerical Personnel	28		0	
11 Intermediate Sales & Service Personnel	7	1	0	
12 Semi-Skilled Manual Workers	5		0	
13 Other Sales & Service Personnel	1		0	
14 Other Manual Workers	0		0	
Total	223	2	0	0

Employment Equity Occupational Group (EEOG)	Table 7: Persons with Disabilities			
	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	
02 Middle & Other Managers	22		0	
03 Professionals	18		0	
04 Semi-Professionals & Technicians	7		0	
05 Supervisors	0		0	
06 Supervisors: Crafts & Trades	2		0	
07 Administrative & Senior Clerical Personnel	3		0	
08 Skilled Sales & Service Personnel	1		0	
09 Skilled Crafts & Trades Workers	0		0	
10 Clerical Personnel	4		0	
11 Intermediate Sales & Service Personnel	1		0	
12 Semi-Skilled Manual Workers	1		0	
13 Other Sales & Service Personnel	0		0	
14 Other Manual Workers	0		0	
Total	59	0	0	0

Employment Equity Occupational Group (EEOG)	Table 11: Persons with Disabilities			
	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	
02 Middle & Other Managers	8		0	
03 Professionals	64	1	0	
04 Semi-Professionals & Technicians	47	4	2	
05 Supervisors	0		0	
06 Supervisors: Crafts & Trades	1		0	
07 Administrative & Senior Clerical Personnel	6		0	
08 Skilled Sales & Service Personnel	3		0	
09 Skilled Crafts & Trades Workers	0		0	
10 Clerical Personnel	23		0	
11 Intermediate Sales & Service Personnel	4	1	0	
12 Semi-Skilled Manual Workers	5		0	
13 Other Sales & Service Personnel	1		0	
14 Other Manual Workers	0		0	
Total	162	6	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Wescam Inc.

[Date: 2018-02-13]

Start Date of Flow Data		
YYYY	MM	DD
2015	03	19

End Date of Flow Data		
YYYY	MM	DD
2018	02	13

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	2		0
02 Middle & Other Managers	20	1	0	
03 Professionals	76	17	0	
04 Semi-Professionals & Technicians	66	20	0	
05 Supervisors	1		0	
06 Supervisors: Crafts & Trades	0		0	
07 Administrative & Senior Clerical Personnel	16	4	0	
08 Skilled Sales & Service Personnel	1		0	
09 Skilled Crafts & Trades Workers	0		0	
10 Clerical Personnel	28	4	0	
11 Intermediate Sales & Service Personnel	7	1	0	
12 Semi-Skilled Manual Workers	5	2	0	
13 Other Sales & Service Personnel	1		0	
14 Other Manual Workers	0		0	
Total	223	49	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0		0	
22	2	0	
18	2	0	
7		0	
0		0	
2	1	0	
3	1	0	
1		0	
0		0	
4		0	
1		0	
1		0	
0		0	
0		0	
59	6	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0		0	
8	1	0	
64	12	0	
47	7	2	
0		0	
1		0	
6		0	
3		0	
0		0	
23	5	0	
4	1	0	
5	2	0	
1		0	
0		0	
162	28	2	0

Federal Contractors Program Achievement Report

Part 3: Goals

Wescam Inc.

[Date: 2018-02-13]

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EOG)	All Employees																		First/Previous Short-term Goals										Women				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years														
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years						From - To	YYYY - YYYY												
	2015-03-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-03-18	Annually	Over 3 Years	2015	2018																					
	#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%																
01 Senior Managers	6	14.5%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	2	0	0.0%	27.4%	-2	-2	0.0%	0.0%														
02 Middle & Other Managers	71	11.3%	1.0%	2	9.5%	2.5%	5	7	20	2.5%	2	10	4	50.0%	38.9%	-8	-6	28.2%	30.1%														
03 Professionals	234	-2.0%	2.0%	14	28.2%	2.5%	18	32	35	2.5%	3	21	13	40.0%	21.2%	-15	-8	15.0%	18.1%														
04 Semi-Professionals & Tech	276	1.8%	1.0%	8	17.3%	2.5%	21	29	30	2.5%	2	11	6	20.0%	13.8%	-8	-5	10.9%	12.0%														
05 Supervisors	8	4.0%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	1	0	50.0%	56.1%	-1	-1	37.5%	37.5%														
06 Supervisors: Crafts & Trades	28	-1.2%	0.0%	0	3.6%	2.5%	2	2	4	2.5%	0	5	1	50.0%	30.7%	-5	-4	14.3%	17.9%														
07 Administrative & Sr Clerical	27	9.0%	1.0%	1	19.4%	2.5%	2	3	12	2.5%	1	12	2	50.0%	83.4%	-11	-10	44.4%	46.4%														
08 Skilled Sales & Service	19	-9.7%	0	0	18.2%	0	0	0	5	0.0%	0	0	0	50.0%	28.6%	0	0	26.3%	26.3%														
09 Skilled Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!														
10 Clerical Personnel	69	1.9%	0	0	32.4%	0	0	0	47	0.0%	0	0	0	0	68.0%	0	0	68.1%	68.1%														
11 Intermediate Sales & Service	18	5.3%	0	0	20.5%	0	0	0	17	0.0%	0	-5	0	0	67.1%	5	5	94.4%	94.4%														
12 Semi-Skilled Manual	19	1.7%	0	0	25.6%	0	0	0	8	0.0%	0	-4	0	0	21.3%	4	4	42.1%	42.1%														
13 Other Sales & Service	2	0.0%	1.0%	0	50.0%	2.5%	0	0	0	2.5%	0	1	0	50.0%	57.0%	-1	-1	0.0%	0.0%														
14 Other Manual Workers	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!														
Total	777	1.8%	0	0	20.6%	0	0	0	181	0.0%	0	41	0	0	28.6%	-41	-41	23.3%	23.3%														

† 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 (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	50	0.0	
02 Middle & Other Managers	50	0.0	50	0.0	
03 Professionals	40	0.0	40	0.0	
04 Semi-Professionals & Tech	0	0.0	20	0.0	
05 Supervisors	50	0.0	50	0.0	
06 Supervisors: Crafts & Trades	50	0.0	50	0.0	
07 Administrative & Sr Clerical	50	0.0	50	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	50	0.0	50	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	290		360		

Federal Contractors Program Achievement Report

Part 3: Goals

Wescam Inc.

[Date: 2018-02-13]

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 (EOG)	All Employees																	First/Previous Short-term Goals																	Aboriginal Peoples																
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years																													
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years	2015		2018																																			
	2015-03-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-03-18	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018																																					
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	%	%	#	#	%	%																															
01 Senior Managers	6	14.5%	0.0%	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	71	11.3%	0.0%	0	9.5%	5.0%	11	11	1	5.0%	0	1	1	10.0%	2.2%	-1	0	1.4%	2.8%																																
03 Professionals	234	-2.0%	1.0%	7	28.2%	5.0%	35	42	0	5.0%	0	2	2	5.0%	0.9%	-2	0	0.0%	0.8%																																
04 Semi-Professionals & Tech	276	1.8%	1.0%	8	17.3%	5.0%	41	49	5	5.0%	1	0	0	1.4%	1	0	1.8%	1.4%																																	
05 Supervisors	8	4.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	1.7%	0	0	0.0%	0.0%																																	
06 Supervisors: Crafts & Trades	28	-1.2%	0.0%	0	3.6%	5.0%	4	4	2	5.0%	0	-2	0	0.0%	2	2	7.1%	7.1%																																	
07 Administrative & Sr Clerical	27	9.0%	0	0	19.4%	0	0	0	0	0.0%	0	0	0	1.5%	0	0	0.0%	0.0%																																	
08 Skilled Sales & Service	19	-9.7%	1.0%	1	18.2%	5.0%	3	4	0	5.0%	0	0	0	1.0%	0	0	0.0%	0.0%																																	
09 Skilled Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!																																	
10 Clerical Personnel	69	1.9%	1.0%	2	32.4%	5.0%	10	12	1	5.0%	0	0	0	1.5%	0	0	1.4%	1.4%																																	
11 Intermediate Sales & Service	18	5.3%	1.0%	1	20.5%	5.0%	3	4	1	5.0%	0	-1	0	1.6%	1	1	5.6%	5.3%																																	
12 Semi-Skilled Manual	19	1.7%	0	0	25.6%	5.0%	3	3	0	5.0%	0	0	0	0.9%	0	0	0.0%	0.0%																																	
13 Other Sales & Service	2	0.0%	0	0	50.0%	0	0	0	0	0.0%	0	0	0	2.5%	0	0	0.0%	0.0%																																	
14 Other Manual Workers	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!																																	
Total	777	1.8%	0	0	20.6%	0	0	0	10	0.0%	0	0	0	1.3%	0	0	1.3%	1.3%																																	

† 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 (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	10	0.0	10	0.0	
03 Professionals	5	0.0	5	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	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	15		15		

Federal Contractors Program Achievement Report

Part 3: Goals

Wescam Inc.

[Date: 2018-02-13]

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 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)	All Employees																			Persons with Disabilities																		
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years																
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years	2015		2018																						
	2015-03-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-03-18	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018																								
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	%	#	#	%	%																			
01/02 Managers	77	12.9%	0.0%	0	4.7%	0.0%	0	0	5	0.0%	0	-2	0	0	4.3%	2	2	6.5%	6.5%																			
03 Professionals	234	-2.0%	0.0%	0	28.2%	5.0%	35	35	6	5.0%	1	4	2	5.0%	3.8%	-3	-2	2.6%	3.0%																			
04 Semi-Professionals & Tech	276	1.8%	1.0%	8	17.3%	5.0%	41	49	8	5.0%	1	6	2	5.0%	4.6%	-5	-4	2.9%	3.2%																			
05 Supervisors	8	4.0%	1.0%	0	0.0%	5.0%	1	1	0	5.0%	0	1	1	50.0%	13.9%	-1	0	0.0%	12.5%																			
06 Supervisors: Crafts & Trades	28	-1.2%	0.0%	0	3.6%	0.0%	0	0	0	0.0%	0	2	0	50.0%	7.8%	-2	-2	0.0%	0.0%																			
07 Administrative & Sr Clerical	27	9.0%	0.0%	0	19.4%	5.0%	4	4	1	5.0%	0	0	0	0	3.4%	0	0	3.7%	3.7%																			
08 Skilled Sales & Service	19	-9.7%	0.0%	0	18.2%	0.0%	0	0	1	0.0%	0	0	0	0	3.5%	0	0	5.3%	5.3%																			
09 Skilled Crafts & Trades	0	0.0%	1.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!																			
10 Clerical Personnel	69	1.9%	0.0%	0	32.4%	0.0%	0	0	1	0.0%	0	4	0	20.0%	7.0%	-4	-4	1.4%	1.4%																			
11 Intermediate Sales & Service	18	5.3%	1.0%	1	20.5%	5.0%	3	4	1	5.0%	0	0	0	0	5.6%	0	0	5.6%	5.3%																			
12 Semi-Skilled Manual	19	1.7%	1.0%	1	25.6%	5.0%	3	4	0	5.0%	0	1	1	25.0%	4.8%	-1	0	0.0%	5.0%																			
13 Other Sales & Service	2	0.0%	0.0%	0	50.0%	5.0%	0	0	0	5.0%	0	0	0	0	6.3%	0	0	0.0%	0.0%																			
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!																			
Total	777	1.8%		0	20.6%		0	0	23	0.0%	0	14	0		4.7%	-14	-14	3.0%	3.0%																			

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	5	0.0	10	0.0	
04 Semi-Professionals & Tech	5	0.0	10	0.0	
05 Supervisors	50	0.0	50	0.0	
06 Supervisors: Crafts & Trades	50	0.0	40	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	20	0.0	30	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	25	0.0	25	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	155		165		

Federal Contractors Program Achievement Report

Part 3: Goals

Wescam Inc.

[Date: 2018-02-13]

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	All Employees											First/Previous Short-term Goals										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years	Over 3 Years		Over 3 Years	From - To						YYYY - YYYY	
	2015-03-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-03-18	Annually	Over 3 Years	2015	2018										
	#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%					
01 Senior Managers	6	14.5%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	0.0%	10.1%	-1	-1	0.0%	0.0%			
02 Middle & Other Managers	71	11.3%	0.0%	0	9.5%	5.0%	11	11	5	5.0%	1	7	2	20.0%	15.0%	-6	-5	7.0%	8.5%			
03 Professionals	234	-2.0%	1.0%	7	28.2%	5.0%	35	42	33	5.0%	5	48	11	25.0%	31.6%	-41	-37	14.1%	16.2%			
04 Semi-Professionals & Tech	276	1.8%	1.0%	8	17.3%	5.0%	41	49	52	5.0%	8	37	12	25.0%	28.5%	-27	-25	18.8%	19.7%			
05 Supervisors	8	4.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	20.0%	17.1%	-1	-1	0.0%	0.0%			
06 Supervisors: Crafts & Trades	28	-1.2%	0.0%	0	3.6%	5.0%	4	4	3	5.0%	0	8	2	40.0%	37.8%	-8	-6	10.7%	17.9%			
07 Administrative & Sr Clerical	27	9.0%	0.0%	0	19.4%	5.0%	0	0	3	0.0%	0	0	0	0.0%	9.3%	0	0	11.1%	11.1%			
08 Skilled Sales & Service	19	-9.7%	1.0%	1	18.2%	5.0%	3	4	0	5.0%	0	4	2	40.0%	21.0%	-4	-2	0.0%	10.0%			
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	69	1.9%	1.0%	2	32.4%	5.0%	10	12	10	5.0%	2	4	4	30.0%	16.2%	-1	0	14.5%	16.9%			
11 Intermediate Sales & Service	18	5.3%	1.0%	1	20.5%	5.0%	3	4	2	5.0%	0	1	1	20.0%	15.8%	-1	0	11.1%	15.8%			
12 Semi-Skilled Manual	19	1.7%	0.0%	0	25.6%	5.0%	3	3	5	5.0%	1	5	2	50.0%	48.8%	-4	-3	26.3%	31.6%			
13 Other Sales & Service	2	0.0%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	15.1%	0	0	0.0%	0.0%			
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
Total	777	1.8%	0.0%	0	20.6%	5.0%	0	0	113	0.0%	0	93	0	0.0%	26.5%	-93	-93	14.5%	14.5%			

† 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 (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	50	0.0	
02 Middle & Other Managers	20	0.0	50	0.0	
03 Professionals	25	0.0	40	0.0	
04 Semi-Professionals & Tech	25	0.0	40	0.0	
05 Supervisors	20	0.0	25	0.0	
06 Supervisors: Crafts & Trades	40	0.0	40	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	40	0.0	40	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	30	0.0	30	0.0	
11 Intermediate Sales & Service	20	0.0	30	0.0	
12 Semi-Skilled Manual	50	0.0	50	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	270		395		

Federal Contractors Program Achievement Report

Part 3: Goals

Wescam Inc.

[Date: 2018-02-13]

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

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																			
	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
		2018-02-13	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2018-02-13	Annually		Over 3 Years	2018					
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%		
01 Senior Managers	9	14.5%	0.0%	0	0.0%	5.0%	1	1	5.0%	0	1	50.0%	27.4%	-1	0	11.1%	22.2%			
02 Middle & Other Managers	98	11.3%	6.0%	18	9.5%	5.0%	15	33	21	5.0%	3	27	38.9%	-17	-14	21.4%	26.7%			
03 Professionals	220	-2.0%	20.0%	132	28.2%	20.0%	132	264	31	20.0%	19	63	21.4%	-16	-10	14.1%	18.5%			
04 Semi-Professionals & Tech	291	1.8%	20.0%	175	17.3%	20.0%	175	350	30	20.0%	18	55	14.4%	-12	-2	10.3%	13.9%			
05 Supervisors	9	4.0%	4.0%	1	0.0%	1.0%	0	1	4	1.0%	0	2	56.1%	-1	-1	44.4%	50.0%			
06 Supervisors: Crafts & Trades	27	-1.2%	4.0%	3	3.6%	4.0%	3	6	5	4.0%	1	5	30.7%	-3	-2	18.5%	23.3%			
07 Administrative & Sr Clerical	35	9.0%	10.0%	11	19.4%	20.0%	21	32	17	20.0%	10	31	83.2%	-12	-12	48.6%	56.5%			
08 Skilled Sales & Service	14	-9.7%	2.0%	1	18.2%	20.0%	8	9	2	20.0%	1	3	28.7%	-2	-1	14.3%	20.0%			
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	73	1.9%	2.0%	4	32.4%	20.0%	44	48	46	20.0%	28	34	68.1%	-4	-10	63.0%	54.5%			
11 Intermediate Sales & Service	21	5.3%	5.0%	3	20.5%	20.0%	13	16	18	20.0%	11	9	67.1%	4	-1	85.7%	62.5%			
12 Semi-Skilled Manual	20	1.7%	2.0%	1	25.6%	20.0%	12	13	11	20.0%	7	0	20.6%	7	0	55.0%	19.0%			
13 Other Sales & Service	2	0.0%	1.0%	0	50.0%	50.0%	3	3	0	50.0%	0	1	57.0%	-1	-1	0.0%	0.0%			
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total	819	1.8%	0	20.6%	0	0	0	186	0.0%	0	59	0	29.9%	-59	-59	22.7%	22.7%			

† 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 10: Women

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	5000.0%		
02 Middle & Other Managers	4000.0%		
03 Professionals	2000.0%		
04 Semi-Professionals & Tech	1500.0%		
05 Supervisors	5000.0%		
06 Supervisors: Crafts & Trades	5000.0%		
07 Administrative & Sr Clerical	6000.0%		
08 Skilled Sales & Service	2000.0%		
09 Skilled Crafts & Trades	0.0%		
10 Clerical Personnel	5000.0%		
11 Intermediate Sales & Service	5000.0%		
12 Semi-Skilled Manual	0.0%		
13 Other Sales & Service	0.0%		
14 Other Manual Workers	0.0%		
Total	0.0%		

Federal Contractors Program Achievement Report

Part 3: Goals

Wescam Inc.

[Date: 2018-02-13]

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 11: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	From - To					
	2018-02-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-02-13	Annually	Over 3 Years	2018	2021	%	%	%	%	%	%	
#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
01 Senior Managers	9	14.5%	0.0%	0	0.0%	5.0%	1	1	0	5.0%	0	0	0.0%	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	98	11.3%	6.0%	18	9.5%	5.0%	15	33	1	5.0%	0	2	10.0%	2.2%	-1	1	1.0%	3.4%	
03 Professionals	220	-2.0%	20.0%	132	28.2%	20.0%	132	264	4	20.0%	2	1	0.0%	0.9%	2	-1	1.8%	0.6%	
04 Semi-Professionals & Tech	291	1.8%	20.0%	175	17.3%	20.0%	175	350	3	20.0%	2	6	7	2.0%	1.4%	-1	1	1.0%	1.7%
05 Supervisors	9	4.0%	4.0%	1	0.0%	1.0%	0	1	0	1.0%	0	0	0.0%	1.7%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	27	-1.2%	4.0%	3	3.6%	4.0%	3	6	2	4.0%	0	-2	0	0.0%	0.0%	2	2	7.4%	6.7%
07 Administrative & Sr Clerical	35	9.0%	10.0%	11	19.4%	20.0%	21	32	1	20.0%	1	1	0	0.0%	1.5%	0	-1	2.9%	0.0%
08 Skilled Sales & Service	14	-9.7%	2.0%	1	18.2%	20.0%	8	9	0	20.0%	0	0	0	0.0%	1.0%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	73	1.9%	2.0%	4	32.4%	20.0%	44	48	1	20.0%	1	1	0	0.0%	1.5%	0	-1	1.4%	0.0%
11 Intermediate Sales & Service	21	5.3%	5.0%	3	20.5%	20.0%	13	16	0	20.0%	0	0	0	0.0%	1.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	20	1.7%	2.0%	1	25.6%	20.0%	12	13	0	20.0%	0	0	0	0.0%	1.2%	0	0	0.0%	0.0%
13 Other Sales & Service	2	0.0%	1.0%	0	50.0%	50.0%	3	3	0	50.0%	0	0	0	0.0%	2.5%	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	819	1.8%		0	20.6%		0	0	12	0.0%	0	-1	0	1.3%	1	1	1.5%	1.5%	

† 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 (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0%		
02 Middle & Other Managers	1000.0%		
03 Professionals	0.0%		
04 Semi-Professionals & Tech	200.0%		
05 Supervisors	0.0%		
06 Supervisors: Crafts & Trades	0.0%		
07 Administrative & Sr Clerical	0.0%		
08 Skilled Sales & Service	0.0%		
09 Skilled Crafts & Trades	0.0%		
10 Clerical Personnel	0.0%		
11 Intermediate Sales & Service	0.0%		
12 Semi-Skilled Manual	0.0%		
13 Other Sales & Service	0.0%		
14 Other Manual Workers	0.0%		
Total	0.0%		

Federal Contractors Program Achievement Report

Part 3: Goals

Wescam Inc.

[Date: 2018-02-13]

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 13: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																			
	All Employees								Persons with Disabilities											
	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
		2018-02-13	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2018-02-13	Annually		Over 3 Years	2018					
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01/02 Managers	107	12.9%	6.0%	19	4.7%	5.0%	16	35	3	5.0%	0	2	1	2.0%	4.3%	-2	-1	2.8%	3.2%	
03 Professionals	220	-2.0%	20.0%	132	28.2%	20.0%	132	264	5	20.0%	3	11	11	4.0%	3.8%	-3	0	2.3%	3.7%	
04 Semi-Professionals & Tech	291	1.8%	20.0%	175	17.3%	20.0%	175	350	5	20.0%	3	19	18	5.0%	4.6%	-8	-1	1.7%	4.3%	
05 Supervisors	9	4.0%	4.0%	1	0.0%	1.0%	0	1	0	1.0%	0	1	1	50.0%	13.9%	-1	0	0.0%	10.0%	
06 Supervisors: Crafts & Trades	27	-1.2%	4.0%	3	3.6%	4.0%	3	6	0	4.0%	0	2	3	50.0%	7.8%	-2	1	0.0%	10.0%	
07 Administrative & Sr Clerical	35	9.0%	10.0%	11	19.4%	20.0%	21	32	1	20.0%	1	2	3	10.0%	3.4%	0	1	2.9%	6.5%	
08 Skilled Sales & Service	14	-9.7%	2.0%	1	18.2%	20.0%	8	9	1	20.0%	1	1	1	10.0%	3.5%	1	0	7.1%	6.7%	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	73	1.9%	2.0%	4	32.4%	20.0%	44	48	1	20.0%	1	5	4	8.0%	7.0%	-4	-1	1.4%	5.2%	
11 Intermediate Sales & Service	21	5.3%	5.0%	3	20.5%	20.0%	13	16	2	20.0%	1	0	1	5.0%	5.6%	1	1	9.5%	8.3%	
12 Semi-Skilled Manual	20	1.7%	2.0%	1	25.6%	20.0%	12	13	0	20.0%	0	1	1	5.0%	4.8%	-1	0	0.0%	4.8%	
13 Other Sales & Service	2	0.0%	1.0%	0	50.0%	50.0%	3	3	0	50.0%	0	0	1	20.0%	6.3%	0	1	0.0%	50.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	819	1.8%		0	20.6%		0	0	18	0.0%	0	20	0		4.7%	-20	-20	2.2%	2.2%	

† 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 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	200.0%		
03 Professionals	400.0%		
04 Semi-Professionals & Tech	500.0%		
05 Supervisors	5000.0%		
06 Supervisors: Crafts & Trades	5000.0%		
07 Administrative & Sr Clerical	1000.0%		
08 Skilled Sales & Service	1000.0%		
09 Skilled Crafts & Trades	0.0%		
10 Clerical Personnel	800.0%		
11 Intermediate Sales & Service	500.0%		
12 Semi-Skilled Manual	500.0%		
13 Other Sales & Service	2000.0%		
14 Other Manual Workers	0.0%		
Total	0.0%		

Federal Contractors Program Achievement Report

Part 3: Goals

Wescam Inc.

[Date: 2018-02-13]

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

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years					
	2018-02-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-02-13	Annually	Over 3 Years	#	2018	2021	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	9	14.5%	0.0%	0	0.0%	5.0%	1	1	0	5.0%	0	1	1	50.0%	10.1%	-1	0	0.0%	11.1%
02 Middle & Other Managers	98	11.3%	6.0%	18	9.5%	5.0%	15	33	8	5.0%	1	10	5	15.0%	15.0%	-7	-5	8.2%	10.3%
03 Professionals	220	-2.0%	20.0%	132	28.2%	20.0%	132	264	30	20.0%	18	99	79	30.0%	31.5%	-39	-20	13.6%	25.9%
04 Semi-Professionals & Tech	291	1.8%	20.0%	175	17.3%	20.0%	175	350	63	20.0%	38	110	105	30.0%	29.0%	-21	-5	21.6%	27.9%
05 Supervisors	9	4.0%	4.0%	1	0.0%	1.0%	0	1	0	1.0%	0	2	1	50.0%	16.6%	-1	-1	0.0%	10.0%
06 Supervisors: Crafts & Trades	27	-1.2%	4.0%	3	3.6%	4.0%	3	6	2	4.0%	0	9	4	60.0%	37.8%	-8	-5	7.4%	20.0%
07 Administrative & Sr Clerical	35	9.0%	10.0%	11	19.4%	20.0%	21	32	7	20.0%	4	2	2	5.0%	10.7%	3	0	20.0%	10.9%
08 Skilled Sales & Service	14	-9.7%	2.0%	1	18.2%	20.0%	8	9	0	20.0%	0	3	1	10.0%	20.8%	-3	-2	0.0%	6.7%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	73	1.9%	2.0%	4	32.4%	20.0%	44	48	7	20.0%	4	9	7	15.0%	15.3%	-4	-2	9.6%	13.0%
11 Intermediate Sales & Service	21	5.3%	5.0%	3	20.5%	20.0%	13	16	2	20.0%	1	3	3	20.0%	15.8%	-1	0	9.5%	16.7%
12 Semi-Skilled Manual	20	1.7%	2.0%	1	25.6%	20.0%	12	13	7	20.0%	4	6	7	50.0%	41.0%	-1	1	35.0%	47.6%
13 Other Sales & Service	2	0.0%	1.0%	0	50.0%	50.0%	3	3	0	50.0%	0	0	0	0.0%	15.1%	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	819	1.8%	0	0	20.6%	0	0	0	126	0.0%	0	84	0	25.7%	-84	-84	15.4%	15.4%	

† 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 (EOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	5000.0%		
02 Middle & Other Managers	1500.0%		
03 Professionals	3000.0%		
04 Semi-Professionals & Tech	3000.0%		
05 Supervisors	5000.0%		
06 Supervisors: Crafts & Trades	6000.0%		
07 Administrative & Sr Clerical	500.0%		
08 Skilled Sales & Service	1000.0%		
09 Skilled Crafts & Trades	0.0%		
10 Clerical Personnel	1500.0%		
11 Intermediate Sales & Service	2000.0%		
12 Semi-Skilled Manual	5000.0%		
13 Other Sales & Service	0.0%		
14 Other Manual Workers	0.0%		
Total	0.0%		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Wescam Inc.

[Date: 2018-02-13]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2015	6	0	0.0	27.4	2	-2	0.0																
	2018	9	1	11.1	27.4	2	-1	40.6	2	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2015	71	20	28.2	38.9	28	-8	72.4																
	2018	98	21	21.4	38.9	38	-17	55.1	20	4	20.0	8	-4	22	5	22.7	6	-1	8	3	37.5	2	1	
03 Professionals	2015	234	35	15.0	21.2	50	-15	70.6																
	2018	220	31	14.1	21.4	47	-16	65.8	76	14	18.4	16	-2	18	1	5.6	3	-2	64	11	17.2	10	1	
04 Semi-Professionals & Technicians	2015	276	30	10.9	13.8	38	-8	78.8																
	2018	291	30	10.3	14.4	42	-12	71.6	66	3	4.5	10	-7	7	2	28.6	1	1	49	2	4.1	5	-3	
05 Supervisors	2015	8	3	37.5	56.1	4	-1	66.8																
	2018	9	4	44.4	56.1	5	-1	79.2	1	0	0.0	1	-1	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	28	4	14.3	30.7	9	-5	46.5																
	2018	27	5	18.5	30.7	8	-3	60.3	0	0	0.0	0	0	2	0	0.0	0	0	1	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				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2018	2	0	0.0	0	0.0	0.0	0.0	50	0.0	0.0	0.0		
	2021	2	0	0.0			50.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	34	6	17.6	50	12.0	0.0	0.0	50	12.0	0.0	0.0		
	2021	34	6	17.6			40.0	44.1			0.0	0.0		
03 Professionals	2018	30	4	13.3	40	10.0	0.0	0.0	40	10.0	0.0	0.0		
	2021	30	4	13.3			20.0	66.7			0.0	0.0		
04 Semi-Professionals & Technicians	2018	24	3	12.5	0	0.0	0.0	0.0	20	15.0	0.0	0.0		
	2021	24	3	12.5			15.0	83.3			0.0	0.0		
05 Supervisors	2018	1	0	0.0	50	0.0	0.0	0.0	50	0.0	0.0	0.0		
	2021	1	0	0.0			50.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	1	0	0.0	50	0.0	0.0	0.0	50	0.0	0.0	0.0		
	2021	1	0	0.0			50.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Wescam Inc.

[Date: 2018-02-13]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	%	#	#	%	#	#	#	%	#		
07 Administrative & Senior Clerical	2015	27	12	44.4	83.4	23	-11	53.3																	
	2018	35	17	48.6	83.2	29	-12	58.4	16	7	43.8	13	-6	3	2	66.7	1	1	6	5	83.3	3	2		
08 Skilled Sales & Service Personnel	2015	19	5	26.3	28.6	5	0	92.0																	
	2018	14	2	14.3	28.7	4	-2	49.8	1	0	0.0	0	0	1	0	0.0	0	0	3	1	33.3	1	0		
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
10 Clerical Personnel	2015	69	47	68.1	68.0	47	0	100.2																	
	2018	73	46	63.0	68.1	50	-4	92.5	28	17	60.7	19	-2	4	2	50.0	3	-1	23	16	69.6	16	0		
11 Intermediate Sales & Service Personnel	2015	18	17	94.4	67.1	12	5	140.8																	
	2018	21	18	85.7	67.1	14	4	127.7	7	6	85.7	5	1	1	1	100.0	1	0	4	4	100.0	4	0		
12 Semi-Skilled Manual Workers	2015	19	8	42.1	21.3	4	4	197.7																	
	2018	20	11	55.0	20.6	4	7	267.0	5	3	60.0	1	2	1	0	0.0	0	0	5	1	20.0	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 (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			All Employees	Women			All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2018	13	4	30.8	50	8.0	0.0	0.0	50	8.0	0.0	0.0		
	2021	13	4	30.8			60.0	51.3			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	-1	-1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	-1	100.0			20.0	500.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	9	3	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	3	33.3			50.0	66.7			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	4	3	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	3	75.0			50.0	150.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	1	2	200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	2	200.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Wescam Inc.

[Date: 2018-02-13]

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
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Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	2	0	0.0	57.0	1	-1	0.0																
	2018	2	0	0.0	57.0	1	-1	0.0	1	0	0.0	1	-1	0	0	0.0	0	0	0	1	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	777	181	23.3	28.6	222	-41	81.5																
	2018	819	186	22.7	29.9	245	-59	76.0	223	54	24.2	67	-13	59	13	22.0	14	-1	164	43	26.2	38	5	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			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	2018	0	0	0.0	50	0.0	0.0	0.0	50	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0	0.0		
Total	2018	118	24	20.3	290	8.3	0.0	0.0	360	6.7	0.0	0.0		
	2021	118	24	20.3		0.0	0.0			0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Wescam Inc.

[Date: 2018-02-13]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2015	6	0	0.0	2.9	0	0	0.0																	
	2018	9	0	0.0	2.9	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2015	71	1	1.4	2.2	2	-1	64.0																	
	2018	98	1	1.0	2.2	2	-1	46.4	20	0	0.0	0	0	0	22	0	0.0	0	0	0	8	0	0.0	0	0
03 Professionals	2015	234	0	0.0	0.9	2	-2	0.0																	
	2018	220	4	1.8	0.9	2	2	202.0	76	4	5.3	1	3	18	0	0.0	0	0	0	64	1	1.6	0	1	
04 Semi-Professionals & Technicians	2015	276	5	1.8	1.4	4	1	129.4																	
	2018	291	3	1.0	1.4	4	-1	73.6	66	1	1.5	1	0	7	0	0.0	0	0	0	49	3	6.1	1	2	
05 Supervisors	2015	8	0	0.0	1.7	0	0	0.0																	
	2018	9	0	0.0	1.7	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	28	2	7.1	0.0	0	2	0.0																	
	2018	27	2	7.4	0.0	0	2	0.0	0	0	0.0	0	0	2	0	0.0	0	0	0	1	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	34	0	0.0	10	0.0	0.0	0.0	10	0.0	0.0	0.0		
	2021	34	0	0.0			10.0	0.0			0.0	0.0		
03 Professionals	2018	30	3	10.0	5	60.0	0.0	0.0	5	60.0	0.0	0.0		
	2021	30	3	10.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	24	-2	-8.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	24	-2	-8.3			2.0	-416.7			0.0	0.0		
05 Supervisors	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Wescam Inc.

[Date: 2018-02-13]

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2015	27	0	0.0	1.5	0	0	0.0																
	2018	35	1	2.9	1.5	1	0	190.5	16	1	6.3	0	1	3	0	0.0	0	0	0	6	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	19	0	0.0	1.0	0	0	0.0																
	2018	14	0	0.0	1.0	0	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	3	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	69	1	1.4	1.5	1	0	96.6																
	2018	73	1	1.4	1.5	1	0	91.3	28	0	0.0	0	0	4	0	0.0	0	0	23	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2015	18	1	5.6	1.6	0	1	347.2																
	2018	21	0	0.0	1.6	0	0	0.0	7	0	0.0	0	0	1	0	0.0	0	0	4	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	19	0	0.0	0.9	0	0	0.0																
	2018	20	0	0.0	1.2	0	0	0.0	5	0	0.0	0	0	1	0	0.0	0	0	5	0	0.0	0	0	

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments				
		Flow Data				Short-term Goals				Long-term Goals								
		All Employees	Aboriginal Peoples			Goal	Aboriginal Peoples			Goal	Aboriginal Peoples				Goal	Aboriginal Peoples		
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met					
#	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%			
07 Administrative & Senior Clerical	2018	13	1	7.7	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0		
	2021	13	1	7.7														
08 Skilled Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0		
	2021	-1	0	0.0														
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0		
	2021	0	0	0.0														
10 Clerical Personnel	2018	9	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0		
	2021	9	0	0.0														
11 Intermediate Sales & Service Personnel	2018	4	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0		
	2021	4	0	0.0														
12 Semi-Skilled Manual Workers	2018	1	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0		
	2021	1	0	0.0														

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Wescam Inc.

[Date: 2018-02-13]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	2	0	0.0	2.5	0	0	0.0																
	2018	2	0	0.0	2.5	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	777	10	1.3	1.3	10	0	99.0																
	2018	819	12	1.5	1.3	11	1	112.7	223	6	2.7	3	3	59	0	0.0	1	-1	164	4	2.4	2	2	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments				
		Flow Data				Short-term Goals				Long-term Goals								
		All Employees	Aboriginal Peoples			Goal	Aboriginal Peoples			Goal	Aboriginal Peoples				Goal	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	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0					0.0	0.0				
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0			
	2021	0	0	0.0			0.0	0.0					0.0	0.0				
Total	2018	118	2	1.7	15	13.3	0.0	0.0	0.0	0.0	15	13.3	0.0	0.0	0.0			
	2021	118	2	1.7			0.0	0.0					0.0	0.0				

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Wescam Inc.

[Date: 2018-02-13]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#			
01 & 02 Managers	2015	77	5	6.5	4.3	3	2	151.0																		
	2018	107	3	2.8	4.3	5	-2	65.2	22	0	0.0	1	-1	22	0	0.0	1	-1	8	0	0.0	1	-1			
03 Professionals	2015	234	6	2.6	3.8	9	-3	67.5																		
	2018	220	5	2.3	3.8	8	-3	59.8	76	1	1.3	3	-2	18	0	0.0	0	0	64	1	1.6	2	-1			
04 Semi-Professionals & Technicians	2015	276	8	2.9	4.6	13	-5	63.0																		
	2018	291	5	1.7	4.6	13	-8	37.4	66	0	0.0	3	-3	7	0	0.0	0	0	49	4	8.2	1	3			
05 Supervisors	2015	8	0	0.0	13.9	1	-1	0.0																		
	2018	9	0	0.0	13.9	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0			
06 Supervisors: Crafts & Trades	2015	28	0	0.0	7.8	2	-2	0.0																		
	2018	27	0	0.0	7.8	2	-2	0.0	0	0	0.0	0	0	2	0	0.0	0	0	1	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				Goals								Comments		
		Flow Data				Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				All Employees	Persons with Disabilities				
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met		Goal	Percent of Goal Met
#	#	#	%	#	%	%	%	#	%	%	%	#	%	%		
01 & 02 Managers	2018	36	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.00				
	2021	36	0	0.0			2.0	0.0			0.00	0.00				
03 Professionals	2018	30	0	0.0	5	0.0	0.0	0.0	10	0.0	0.00	0.00				
	2021	30	0	0.0			4.0	0.0			0.00	0.00				
04 Semi-Professionals & Technicians	2018	24	-4	-16.7	5	-80.0	0.0	0.0	10	-40.0	0.00	0.00				
	2021	24	-4	-16.7			5.0	-333.3			0.00	0.00				
05 Supervisors	2018	1	0	0.0	50	0.0	0.0	0.0	50	0.0	0.00	0.00				
	2021	1	0	0.0			50.0	0.0			0.00	0.00				
06 Supervisors: Crafts & Trades	2018	1	0	0.0	50	0.0	0.0	0.0	40	0.0	0.00	0.00				
	2021	1	0	0.0			50.0	0.0			0.00	0.00				

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Wescam Inc.

[Date: 2018-02-13]

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	27	1	3.7	3.4	1	0	108.9																
	2018	35	1	2.9	3.4	1	0	84.0	16	0	0.0	1	-1	3	0	0.0	0	0	0	6	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	19	1	5.3	3.5	1	0	150.4																
	2018	14	1	7.1	3.5	0	1	204.1	1	0	0.0	0	0	1	0	0.0	0	0	0	3	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	69	1	1.4	7.0	5	-4	20.7																
	2018	73	1	1.4	7.0	5	-4	19.6	28	0	0.0	2	-2	4	0	0.0	0	0	0	23	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	18	1	5.6	5.6	1	0	99.2																
	2018	21	2	9.5	5.6	1	1	170.1	7	1	14.3	0	1	1	0	0.0	0	0	0	4	1	25.0	0	1
12 Semi-Skilled Manual Workers	2015	19	0	0.0	4.8	1	-1	0.0																
	2018	20	0	0.0	4.8	1	-1	0.0	5	0	0.0	0	0	1	0	0.0	0	0	0	5	0	0.0	0	0

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments		
		Flow Data				Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				All Employees	Persons with Disabilities				
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%					
07 Administrative & Senior Clerical	2018	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	13	0	0.0			10.0	0.0			0.0	0.0				
08 Skilled Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	-1	0	0.0			10.0	0.0			0.0	0.0				
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	0	0	0.0			0.0	0.0			0.0	0.0				
10 Clerical Personnel	2018	9	0	0.0	20	0.0	0.0	0.0	30	0.0	0.0	0.0				
	2021	9	0	0.0			8.0	0.0			0.0	0.0				
11 Intermediate Sales & Service Personnel	2018	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	4	0	0.0			5.0	0.0			0.0	0.0				
12 Semi-Skilled Manual Workers	2018	1	0	0.0	25	0.0	0.0	0.0	25	0.0	0.0	0.0				
	2021	1	0	0.0			5.0	0.0			0.0	0.0				

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Wescam Inc.

[Date: 2018-02-13]

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	2	0	0.0	6.3	0	0	0.0																
	2018	2	0	0.0	6.3	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	777	23	3.0	4.7	37	-14	63.0																
	2018	819	18	2.2	4.7	38	-20	46.8	223	2	0.9	10	-8	59	0	0.0	2	-2	164	6	3.7	5	1	

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			20.0	0.0				0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0				0.0		
Total	2018	118	-4	-3.4	155	-2.6	0.0	0.0	165	-2.4	0.0	0.0		
	2021	118	-4	-3.4			0.0	0.0				0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Wescam Inc.

[Date: 2018-02-13]

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						
#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#			
01 Senior Managers	2015	6	0	0.0	10.1	1	-1	0.0																
	2018	9	0	0.0	10.1	1	-1	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2015	71	5	7.0	15.0	11	-6	46.9																
	2018	98	8	8.2	15.0	15	-7	54.4	20	1	5.0	3	-2	22	2	9.1	2	0	8	1	12.5	1	0	
03 Professionals	2015	234	33	14.1	31.6	74	-41	44.6																
	2018	220	30	13.6	31.5	69	-39	43.3	76	17	22.4	24	-7	18	2	11.1	3	-1	64	12	18.8	9	3	
04 Semi-Professionals & Technicians	2015	276	52	18.8	28.5	79	-27	66.1																
	2018	291	63	21.6	29.0	84	-21	74.7	66	20	30.3	19	1	7	0	0.0	1	-1	49	7	14.3	9	-2	
05 Supervisors	2015	8	0	0.0	17.1	1	-1	0.0																
	2018	9	0	0.0	16.6	1	-1	0.0	1	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	28	3	10.7	37.8	11	-8	28.3																
	2018	27	2	7.4	37.8	10	-8	19.6	0	0	0.0	0	0	2	1	50.0	0	1	1	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	2	0	0.0	0	0.0	0.0	0.0	50	0.0	0.0	0.0		
	2021	2	0	0.0			50.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	34	2	5.9	20	10.0	0.0	0.0	50	4.0	0.0	0.0		
	2021	34	2	5.9			15.0	39.2			0.0	0.0		
03 Professionals	2018	30	7	23.3	25	28.0	0.0	0.0	40	17.5	0.0	0.0		
	2021	30	7	23.3			30.0	77.8			0.0	0.0		
04 Semi-Professionals & Technicians	2018	24	13	54.2	25	52.0	0.0	0.0	40	32.5	0.0	0.0		
	2021	24	13	54.2			30.0	180.6			0.0	0.0		
05 Supervisors	2018	1	0	0.0	20	0.0	0.0	0.0	25	0.0	0.0	0.0		
	2021	1	0	0.0			50.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	1	1	100.0	40	2.5	0.0	0.0	40	2.5	0.0	0.0		
	2021	1	1	100.0			60.0	166.7			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Wescam Inc.

[Date: 2018-02-13]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	27	3	11.1	9.3	3	0	119.5																	
	2018	35	7	20.0	10.7	4	3	186.9	16	4	25.0	2	2	3	1	33.3	0	1	6	0	0.0	1	-1		
08 Skilled Sales & Service Personnel	2015	19	0	0.0	21.0	4	-4	0.0																	
	2018	14	0	0.0	20.8	3	-3	0.0	1	0	0.0	0	0	1	0	0.0	0	0	3	0	0.0	0	0		
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2015	69	10	14.5	16.2	11	-1	89.5																	
	2018	73	7	9.6	15.3	11	-4	62.7	28	4	14.3	4	0	4	0	0.0	1	-1	23	5	21.7	3	2		
11 Intermediate Sales & Service Personnel	2015	18	2	11.1	15.8	3	-1	70.3																	
	2018	21	2	9.5	15.8	3	-1	60.3	7	1	14.3	1	0	1	0	0.0	0	0	4	1	25.0	0	1		
12 Semi-Skilled Manual Workers	2015	19	5	26.3	48.8	9	-4	53.9																	
	2018	20	7	35.0	41.0	8	-1	85.4	5	2	40.0	2	0	1	0	0.0	0	0	5	2	40.0	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
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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	2018	13	5	38.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	13	5	38.5	5.0	769.2	0.0	0.0	0.0	0.0				
08 Skilled Sales & Service Personnel	2018	-1	0	0.0	40	0.0	0.0	0.0	40	0.0	0.0	0.0		
	2021	-1	0	0.0	10.0	0.0	0.0	0.0	0.0					
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0.0	0.0	0.0	0.0	0.0					
10 Clerical Personnel	2018	9	-1	-11.1	30	-3.3	0.0	0.0	30	-3.3	0.0	0.0		
	2021	9	-1	-11.1	15.0	-74.1	0.0	0.0	0.0	0.0				
11 Intermediate Sales & Service Personnel	2018	4	0	0.0	20	0.0	0.0	0.0	30	0.0	0.0	0.0		
	2021	4	0	0.0	20.0	0.0	0.0	0.0	0.0					
12 Semi-Skilled Manual Workers	2018	1	0	0.0	50	0.0	0.0	0.0	50	0.0	0.0	0.0		
	2021	1	0	0.0	50.0	0.0	0.0	0.0	0.0					

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Wescam Inc.

[Date: 2018-02-13]

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
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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
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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							
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	#	%	#	%	#	#		
13 Other Sales & Service Personnel	2015	2	0	0.0	15.1	0	0	0.0																
	2018	2	0	0.0	15.1	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	777	113	14.5	26.5	206	-93	54.9																
	2018	819	126	15.4	25.7	210	-84	59.9	223	49	22.0	57	-8	59	6	10.2	9	-3	164	28	17.1	24	4	

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				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Goal	Visible Minorities			Goal	Visible Minorities			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2018	118	27	22.9	270	10.0	0.0	0.0	0.0	395	6.8	0.0	0.0	
	2021	118	27	22.9			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Wescam Inc.
[Date: 2018-02-13]

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 years 2015 - 2016, the company was experiencing difficulty in generating revenue, and therefore the headcounts were constrained. This increased employee attrition and in addition the need for a layoff in late 2015. 2017 was a rebound year, with a resurgence in hiring starting in approximately mid year as hiring was ramped up to bring in approx. 120 new heads. Some restructuring took place.

- Any reorganization or other corporate structural changes.

Several reorganizations have happened within the business in the past 3 years including engineering, finance, HR, customer service. These restructures occurred due to (a) the downturn of the business in 2015-2016 and then (b) the rebounding of the business in 2017.

- Acquisitions, mergers or transfers of employees.

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

In late 2015 WESCAM experienced a layoff of 44 employees. This affected most occupational groups, including Professional, Semi-Professionals and Technicians, Admin & Sr Clerical Personnel, Skilled Sales and Service Personnel, Clerical Personnel, Intermediate Sales and Service Personnel, Semi skilled Manual workers.

- 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: Wescam Inc.

Primary Location: Burlington, Ontario

Number of Employees: 819

All employees are located in Ontario, in the cities of Toronto (124) and Hamilton (695).

Organization Overview: NAICS 3342 – Communications Equipment Manufacturing

Wescam Inc. designs and manufactures industry-leading multi-spectral and multi-sensor imaging and targeting sensor systems. Designed for airborne, ground and sea-based missions, Wescam's sensor systems are used by military, homeland security and law enforcement agencies worldwide.

Key Dates – First Year Assessment

Initiated: 2015/05/02
 Received: 2015/03/30
 Closed: 2015/11/17
 Workforce
 Analysis: 2015/03/18

Key Dates – Subsequent Assessment

Initiated: 2017/02/10
 Received: 2018/02/21
 Workforce
 Analysis: 2018/02/13

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 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

- The organization had set its goals in hard numbers. For the purposes of this assessment, when possible the percentage of goal met will be taken from the number goals.

Women

1.	Senior Managers	Goal not set.
2.	Middle & Other Managers	Goal not met (18%).
3.	Professionals	Goal not met (37.5%).
4.	Semi-Professionals & Technicians	Goal not set.
5.	Supervisors	Goal not met (0%).
6.	Supervisors: Crafts & Trades	Goal not met (0%).
7.	Administrative & Senior Clerical Personnel	Goal not met (18%).
13	Other Sales & Service Personnel	Goal not met (0%).

Assessment/Observations

- In EEOG 2 there were 42 new entrants of which 9 were women. At an availability of 38.9%, 16 women should have been hired.
- In EEOG 3 there were 94 new entrants of which 15 were women. At an availability of 21.2%, 19 women should have been hired.
- In EEOG 5 there was 1 new entrant who was not a woman. At an availability of 56.1%, this is to be expected.
- In EEOG 6 there were 2 new entrants of which 0 were women. At an availability of 30.7%, this is to be expected.
- In EEOG 7 there were 19 new entrants of which 4 were women. At an availability of 83.4%, 15 women should have been hired.
- In EEOG 13 there were 2 new entrants of which none were women. At an availability of 57%, 1 woman would have been expected to be hired.

Aboriginal Peoples

2.	Middle & Other Managers	Goal not met (0%).
3.	Professionals	Goal met 80%.

Assessment/Observations

- In EEOG 2 there were 42 new entrants but none were Aboriginal. At an availability of 2.2%, this is to be expected.

Person with Disabilities

3.	Professionals	Goal not met (20%).
4.	Semi-Professionals & Technicians	Goal not met (0%).
5.	Supervisors	Goal not met (0%).
6.	Supervisors: Crafts & Trades	Goal not met (0%).
10.	Clerical Personnel	Goal not met (0%).
12.	Semi-Skilled Manual Workers	Goal not met (0%).

Assessment/Observations

- In EEOG 3 there were 94 new entrants of which one was a person with disabilities. At an availability of 3.8%, 3 persons with disabilities would have been expected to be hired.
- In EEOG 4 there were 73 new entrants but no was a person with disabilities were hired. At an availability of 4.6%, 3 would have been expected.
- In EEOG 5 there was one new entrant, but it was not a person with disabilities. At an availability of 13.9%, this is to be expected.
- In EEOG 6 there were 2 new entrants but none were persons with disabilities. At an availability of 7.8%, this is to be expected.
- In EEOG 10 there were 32 new entrants but none were persons with disabilities. At an availability of 7.0%, 2 persons with disabilities would have been expected.
- In EEOG 12 there were 6 new entrants but none were persons with disabilities. At an availability of 4.8%, this is to be expected.

Members of Visible Minorities

1.	Senior Managers	Goal not set.
2.	Middle & Other Managers	Goal not met (15%).
3.	Professionals	Goal not met (76%).
4.	Semi-Professionals & Technicians	Goal met 80%.
5.	Supervisors	Goal not met (0%).
6.	Supervisors: Crafts & Trades	Goal not met (2.5%).
8.	Skilled Sales & Service Personnel	Goal not met (0%).
10.	Clerical Personnel	Goal not met (13.3%).
11.	Intermediate Sales & Service Personnel	Goal not met (5%).
12.	Semi-Skilled Manual Workers	Goal not met (4%).

Assessment/Observations

- In EEOG 2 there were 42 new entrants of which 3 were visible minorities. At an availability of 15.0%, 6 visible minorities would have been expected to be hired.

- In EEOG 3 there were 94 new entrants of which 19 were visible minorities. At an availability of 31.6%, 29 visible minorities would have been expected to be hired.
- In EEOG 5 there was 1 new entrant and they were not a visible minority. At an availability of 17.1%, this is to be expected.
- In EEOG 6 there were 2 new entrants, of which 1 was a visible minority. At an availability of 37.8%, no visible minorities were expected to have been hired.
- In EEOG 8 there were 2 new entrants, of which there were no visible minorities. At an availability of 21%, this is to be expected.
- In EEOG 10 there were 32 new entrants of which 4 were visible minorities. At an availability of 16.2%, 5 visible minorities would have been expected to be hired.
- In EEOG 11 there were 8 new entrants, of which 1 was a visible minority. At an availability of 15.8%, 1 visible minority would have been expected.
- In EEOG 12 there were 6 new entrants of which 2 were visible minorities. At an availability of 48.8%, this is to be expected.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The organization set 23 goals and met 2 of the goals. This equal less than 4% of goals met, which does not meet the 80% threshold necessary to demonstrate reasonable efforts.
 - It is clear from analysing this employer's file that the organization underwent a significant downsizing and restructuring of their organization. In fact, Wescam has had several reorganizations in the past 3 years including engineering, finance, HR, and customer service. These restructures occurred due to (a) the downturn of the business in 2015-2016 and then (b) the rebounding of the business in 2017.
 - During the period of 2015 - 2016, the company was experiencing difficulty in generating revenue and so in late 2015, Wescam laid off 44 employees. This affected most occupational groups, including Professional, Semi-Professionals and Technicians, Admin & Sr. Clerical Personnel, Skilled Sales and Service Personnel, Clerical Personnel, Intermediate Sales and Service Personnel, and Semi-skilled Manual workers.
 - 2017 was a rebound year, with an increase in hiring starting in approximately mid- year as hiring was ramped up to bring in 120 new employees. The number of people employed by Wescam Inc. went from a total of 777 in 2015, to 819 in early 2018.
 - Undergoing such a significant change in staff in a short period of time would likely have made it extremely challenging to meet their employment equity goals. Consideration must be given to organizations who undergo these types of changes between assessments.

- Due to this special circumstance of their downsizing and restructuring of their organization, and because they are again setting appropriate goals, Wescam Inc. has demonstrated reasonable efforts to achieve employment equity in the workplace.
- Note that a recommendation will also be provided the closing letter asking Wescam Inc. to address their inability to meet their goals by conducting an ESR.

ASSESSMENT OF GOALS

Short-term goals

For all gaps a short term goal was set.

Women

All goals were set in percentages and at least to availability, except for:

- In EEOG 3 Professionals the gap is -16 and the goal was set at 20% where availability is 21.4%.
- In EEOG 7 Administrative & Senior Clerical there is a gap of -12 and the goal was set at 60%. We do not advise setting goals higher than 50% for Women as to avoid clustering in the occupational groups.
- In EEOG 8 Skilled Sales & Service Personnel there is a gap of – and the goal was set at 20% where availability is 28.7%.
- EEOG 13 there is a gap of -1 and a goal of 50% should be set, since availability is 57%. We do not advise setting goals higher than 50% for Women as to avoid clustering in the occupational groups.

Aboriginal Peoples

All goals were set in percentages and at least to availability in the 2 EEOGs (EEOG 2 and 4) where there were gaps.

Persons with disabilities

All goals were set in percentages and at least to availability, except for:

- EEOG1, 2 Managers. There is a gap of -2 and the goal is set at 2% where availability is 4.3%.

Visible Minorities

All goals were set in percentages and at least to availability, except for:

- EEOG 3 Professionals where there is a gap of -39 and the goal is set at 30% where availability is 31.5%.
- EEOG 8 Skilled Sales & Service Personnel where there is a gap of -3 and the goal is set at 10% where availability is 20.8%.

Long-term goals

- A long-term goal has been set for every gap uncovered by the most recent workforce analysis.

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:

- We noted that the organization has set hiring and promotion goals for the representation of women above 50% in several EEOGs even though their representation was already over 50%. Please note that the Labour Program has a policy of not requiring that a goal be set in cases where women are represented at 50% or above in any occupational group, regardless of labour market availability. This is done to avoid clustering and to ensure that these occupations are welcoming of all genders.
- As a number of gaps are still present, we encourage the organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>.
- Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

Name of Analyst: Neeta Dhillon

Date: July 16, 2018

Subject: Government of Canada Agreement Number: 06115 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Roman Turchyn:

I am writing to inform you that the subsequent compliance assessment initiated on 10/02/2018 has been completed. As a result of the assessment, Wescam Inc. 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 Wescam Inc.'s employment equity program.

- We noted that the organization has set hiring and promotion goals for the representation of women above 50% in several EEOGs even though their representation was already over 50%. Please note that the Labour Program has a policy of not requiring that a goal be set in cases where women are represented at 50% or above in any occupational group, regardless of labour market availability. This is done to avoid clustering and to ensure that these occupations are welcoming of all genders.
- As a number of gaps are still present, we encourage the organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>.
- Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

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 10/02/2021. 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, Wescam 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

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

Sincerely,

Workplace Equity Team

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



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