

Employment and Emploi et Social Development Canada Développement social Canada

PROTECTED WHEN COMPLETED - B

OFFICIAL USE ONLY Agreement N°:

s.19(1)

s.24(1)

Labour Program Federal Contractors Program

New Agreement

# Agreement to Implement Employment Equity

(All sections must be completed)

Legal Name of Organization									
Legal Name of Organization		ORGANIZATION	Derest compon	Lie logated outside	o Canada				
AGAT Laboratories Limi	ted.		Parent company	is located outside	e Canada				
				Yes	✓ No				
Operating Name (if different from Leg	jal Name of Organization)		Business Num	ber					
Same as above			Telelevenheim						
				employees in Car -Time and/or Part					
Organization's North American Indus To find your organization's four-digit f http://www.statcan.gc.ca/subjects-suj 5413	NAICS code please visit:	· · · · · · · · · · · · · · · · · · ·	Federally						
		HEAD OFFICE	1						
Address (building number, street, sui		City		Province	Postal Code				
2905 12th Street N.E.		Calgary		AB	T2E 7J2				
		Telephone Number	ſ						
		403-736-200	0						
	EMPLOYN	IENT EQUITY CONT	ACT						
Name (print)		Title	P						
Christie Paul		Director of	Human Resc	urces and S	Safety				
Telephone Number	E-mail Address			Preferred Langua	age of Correspondence				
403-736-2018	paul@agatlabs	.COM		English	French				
	C	ERTIFICATION	ATION						
The above-named organization:									
mease refer to: http://www.esdc.o			information on h		of the procurement at employment equity				
please refer to: http://www.esdc.g Important note: If an audit of the the procurement instrument(s) wit	c.ca/eng/labour/equality/fcp/i	index.shtml : nployment Equity uncove		ow to implement	nt employment equity				
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Canada

## Workforce Analysis - Detailed Report

Date: 2017-12-06

#### Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	15	4	26.7 %	27.4 %	4	0	National
02 : Middle and Other Managers	National	77	31	40.3 %	38.9 %	30	1	National
03 : Professionals		76	43	56.6 %	37.9 %	29	14	
1111 : Financial auditors and accountants	National	1	0	0.0 %	55.1 %	1	-1	National
1121 : Human resources professionals	National	3	2	66.7 %	71.1 %	2	0	National
2112 : Chemists	National	49	32	65.3 %	40.6 %	20	12	National
2113 : Geoscientists and oceanographers	National	3	2	66.7 %	22.4 %	1	1	National
2134 : Chemical engineers	National	2	0	0.0 %	24.5 %	0	0	National
2171 : Information systems analysts and consultants	National	2	1	50.0 %	28.3 %	1	0	National
2174 : Computer programmers and interactive media developers	National	11	2	18.2 %	17.9 %	2	0	National
4163 : Business development officers and marketing researchers and consultants	National	5	4	80.0 %	50.7 %	3	1	National
04 : Semi-Professionals and Technicians		421	229	54.4 %	46.7 %	197	32	
2211 : Chemical technologists and technicians	Alberta	233	105	45.1 %	45.9 %	107	-2	Alberta
2211 : Chemical technologists and technicians	British Columbia	19	15	78.9 %	43.6 %	8	7	British Columbia
2211 : Chemical technologists and technicians	Newfoundland and Labrador	1	1	100.0 %	54.5 %	1	0	Newfoundland and
2211 : Chemical technologists and technicians	Nova Scotia	14	9	64.3 %	38.8 %	5	4	Nova Scotia
2211 : Chemical technologists and technicians	Ontario	68	48	70.6 %	46.4 %	32	16	Ontario
2211 : Chemical technologists and technicians	Québec	71	47	66.2 %	54.6 %	39	8	Québec
2211 : Chemical technologists and technicians	Saskatchewan	5	3	60.0 %	45.2 %	2	1	Saskatchewan
2211 : Chemical technologists and technicians	Yukon	1	0	0.0 %	42.9 %	0	0	Yukon
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	1	0	0.0 %	31.9 %	0	0	Alberta
2281 : Computer network technicians	Alberta	4	0	0.0 %	20.3 %	1	-1	Alberta
2281 : Computer network technicians	Ontario	1	0	0.0 %	20.8 %	0	0	Ontario
5223 : Graphic arts technicians	Alberta	3	1	33.3 %	33.7 %	1	0	Alberta



## Workforce Analysis - Detailed Report

Date: 2017-12-06

#### Women

			Women						
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	Gap	Recruitment Area	
		#	#	%	%	#	#		
05 : Supervisors		18	11	61.1 %	58.9 %	11	0		
Employment Equity Occupational Group	Alta. less CMAs	2	1	50.0 %	64.7 %	1	0	Alta. less CMAs	
Employment Equity Occupational Group	Calgary	10	7	70.0 %	55.0 %	6	1	Calgary	
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	56.2 %	1	0	Edmonton	
Employment Equity Occupational Group	N.S. less CMA	1	1	100.0 %	73.2 %	1	0	N.S. less CMA	
Employment Equity Occupational Group	Ont. less CMAs	4	1	25.0 %	62.9 %	3	-2	Ont. less CMAs	
6 : Supervisors: Crafts and Trades		6	1	16.7 %	4.1 %	0	1		
222 : Contractors and supervisors, oil and gas drilling and services	Alberta	4	1	25.0 %	4.4 %	0	1	Alberta	
222 : Contractors and supervisors, oil and gas drilling and services	British Columbia	1	0	0.0 %	4.7 %	0	0	British Columbia	
222 : Contractors and supervisors, oil and gas drilling and services	Saskatchewan	1	0	0.0 %	2.4 %	0	0	Saskatchewan	
17 : Administrative and Senior Clerical Personnel		74	57	77.0 %	83.4 %	62	-5		
Employment Equity Occupational Group	Alta. less CMAs	3	3	100.0 %	89.0 %	3	0	Alta. less CMAs	
Employment Equity Occupational Group	B.C. less CMAs	4	4	100.0 %	87.5 %	4	0	B.C. less CMAs	
Employment Equity Occupational Group	Calgary	27	20	74.1 %	80.5 %	22	-2	Calgary	
Employment Equity Occupational Group	Edmonton	6	4	66.7 %	84.6 %	5	-	Edmonton	
Employment Equity Occupational Group	Greater Sudbury	1	1	100.0 %	83.9 %	1	0	Greater Sudbury	
Employment Equity Occupational Group	Montréal	8	6	75.0 %	80.8 %	6	0	Montréal	
Employment Equity Occupational Group	N.S. less CMA	4	3	75.0 %	87.0 %	3	0	N.S. less CMA	
Employment Equity Occupational Group	Ont. less CMAs	16	12	75.0 %	87.1 %	14	-2	Ont. less CMAs	
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	77.2 %	1	0	Ottawa - Gatineau	
Employment Equity Occupational Group	Québec	3	2	66.7 %	80.9 %	2	0	Québec	
Employment Equity Occupational Group	Thunder Bay	1	1	100.0 %	83.9 %	1	0	Thunder Bay	
8 : Skilled Sales and Service Personnel		32	22	68.8 %	24.9 %	8	14		
221 : Technical sales specialists - wholesale trade	Alberta	14	11	78.6 %	20.5 %	3	8	Alberta	

2017-12-06



# Workforce Analysis - Detailed Report

Date: 2017-12-06

#### Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
6221 : Technical sales specialists - wholesale trade	British Columbia	2	2	100.0 %	26.3 %	1	1	British Columbia
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	1	100.0 %	24.9 %	0	1	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	9	3	33.3 %	28.7 %	3	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	5	4	80.0 %	29.1 %	1	3	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	1	100.0 %	28.0 %	0	1	Saskatchewan
09 : Skilled Crafts and Trades Workers		37	3	8.1 %	3.7 %	1	2	
8232 : Oil and gas well drillers, servicers, testers and related workers	Alberta	28	2	7.1 %	4.1 %	1	1	Alberta
8232 : Oil and gas well drillers, servicers, testers and related workers	British Columbia	6	1	16.7 %	4.0 %	0	1	British Columbia
8232 : Oil and gas well drillers, servicers, testers and related workers	Saskatchewan	3	0	0.0 %	0.0 %	0	0	Saskatchewan
10 : Clerical Personnel		105	59	56.2 %	70.6 %	74	-15	
Employment Equity Occupational Group	Alta. less CMAs	7	5	71.4 %	76.3 %	5	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	8	6	75.0 %	77.5 %	6	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	42	20	47.6 %	70.2 %	29	-9	Calgary
Employment Equity Occupational Group	Edmonton	9	6	66.7 %	70.3 %	6	0	Edmonton
Employment Equity Occupational Group	Hamilton	1	1	100.0 %	68.5 %	1	0	Hamilton
Employment Equity Occupational Group	Kingston	1	1	100.0 %	69.8 %	1	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	1	100.0 %	67.9 %	1	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	1	1	100.0 %	71.4 %	1	0	London
Employment Equity Occupational Group	Montréal	10	6	60.0 %	62.5 %	6	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	5	2	40.0 %	71.4 %	4	-2	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	11	5	45.5 %	72.4 %	8	-3	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	1	50.0 %	66.8 %	1	0	Que. less CMAs
Employment Equity Occupational Group	Québec	3	1	33.3 %	61.6 %	2	-1	Québec
Employment Equity Occupational Group	Sask. less CMA	2	2	100.0 %	76.6 %	2	0	Sask, less CMA



## Workforce Analysis - Detailed Report

Date: 2017-12-06

#### Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Ava	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	St. John's		0	0.0 %	72.6 %	1	-1	St. John's
Employment Equity Occupational Group	Y.T.	1	1	100.0 %	78.3 %	4	0	Y.T.
12 : Semi-Skilled Manual Workers		7	1	14.3 %	19.0 %	1	0	
Employment Equity Occupational Group	London	Ť	0	0.0 %	18.7 %	0	0	London
Employment Equity Occupational Group	Montréal	3	0	0.0 %	18.4 %	1	-1	Montréal
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	20.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	1	1	100.0 %	17.3 %	0	1	Que. less CMAs
14 : Other Manual Workers		5	0	0.0 %	18.4 %	1	-1	
Employment Equity Occupational Group	Alta. less CMAs	4	0	0.0 %	18.9 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	Calgary	1	0	0.0 %	16.4 %	0	0	Calgary
Total		873	461	52.8 %	47.9 %	418	43	

Total may not equal sum of components due to rounding.

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



## Workforce Analysis - Detailed Report Date: 2017-12-06

#### Aboriginal Peoples

Aboriginal Peoples								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	15	1	6.7 %	2.9 %	0	1	National
02 : Middle and Other Managers	National	77	5	6.5 %	2.2 %	2	3	National
03 : Professionals		76	0	0.0 %	0.9 %	1	-1	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	3	0	0.0 %	2.7 %	0	0	National
2112 : Chemists	National	49	0	0.0 %	0.6 %	0	0	National
2113 : Geoscientists and oceanographers	National	3	0	0.0 %	1.4 %	0	0	National
2134 : Chemical engineers	National	2	0	0.0 %	0.6 %	0	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	1.1 %	0	0	National
2174 : Computer programmers and interactive media developers	National	11	0	0.0 %	1.0 %	0	0	National
163 : Business development officers and marketing researchers and consultants	National	5	0	0.0 %	2.0 %	0	0	National
04 : Semi-Professionals and Technicians		421	1	0.2 %	2.3 %	10	-9	
2211 : Chemical technologists and technicians	Alberta	233	1	0.4 %	2.8 %	7	-6	Alberta
2211 : Chemical technologists and technicians	British Columbia	19	0	0.0 %	3.0 %	1	-1	British Columbia
2211 : Chemical technologists and technicians	Newfoundland and Labrador	1	0	0.0 %	12.1 %	0	0	Newfoundland and
2211 : Chemical technologists and technicians	Nova Scotia	14	0	0.0 %	0.0 %	0	0	Nova Scotia
2211 : Chemical technologists and technicians	Ontario	68	0	0.0 %	1.9 %	1	-1	Ontario
2211 : Chemical technologists and technicians	Québec	71	0	0.0 %	0.8 %	1	-1	Québec
2211 : Chemical technologists and technicians	Saskatchewan	5	0	0.0 %	2.2 %	0	0	Saskatchewan
2211 : Chemical technologists and technicians	Yukon	1	0	0.0 %	0.0 %	0	0	Yukon
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	1	0	0.0 %	4.2 %	0	0	Alberta
2281 : Computer network technicians	Alberta	4	0	0.0 %	2.7 %	0	0	Alberta
2281 : Computer network technicians	Ontario	1	0	0.0 %	1.4 %	0	0	Ontario
i223 : Graphic arts technicians	Alberta	3	0	0.0 %	0.0 %	0	0	Alberta



#### Workforce Analysis - Detailed Report

Date: 2017-12-06

#### **Aboriginal Peoples**

				Aboriginal Peoples					
Employment Equity Occupational Group	Internal Location	All Employees		sentation	Availa	•	Gap	Recruitment Area	
		#	#	%	%	#	#		
05 : Supervisors		18	1	5.6 %	4.0 %	1	0		
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	6.5 %	0	0	Alta. less CMAs	
Employment Equity Occupational Group	Calgary	10	1	10.0 %	3.1 %	0	1	Calgary	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	4.6 %	0	0	Edmonton	
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	4.6 %	0	0	N.S. less CMA	
Employment Equity Occupational Group	Ont. less CMAs	4	0	0.0 %	4.9 %	0	0	Ont. less CMAs	
6 : Supervisors: Crafts and Trades		6	0	0.0 %	7.0 %	0	0		
3222 : Contractors and supervisors, oil and gas drilling and services	Alberta	4	0	0.0 %	5.2 %	0	0	Alberta	
3222 : Contractors and supervisors, oil and gas drilling and services	British Columbia	1	0	0.0 %	12.4 %	0	0	British Columbia	
3222 : Contractors and supervisors, oil and gas drilling and services	Saskatchewan	1	0	0.0 %	8.6 %	0	0	Saskatchewan	
17 : Administrative and Senior Clerical Personnel		74	0	0.0 %	3.3 %	2	-2		
Employment Equity Occupational Group	Alta. less CMAs	З	0	0.0 %	6.0 %	0	0	Alta. less CMAs	
Employment Equity Occupational Group	B.C. less CMAs	4	0	0.0 %	7.7 %	0	0	B.C. less CMAs	
Employment Equity Occupational Group	Calgary	27	0	0.0 %	2.6 %	1	-1	Calgary	
Employment Equity Occupational Group	Edmonton	6	0	0.0 %	3.6 %	0	0	Edmonton	
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	8.6 %	0	0	Greater Sudbury	
Employment Equity Occupational Group	Montréal	8	0	0.0 %	0.7 %	0	0	Montréal	
Employment Equity Occupational Group	N.S. less CMA	4	0	0.0 %	3.3 %	0	0	N.S. less CMA	
Employment Equity Occupational Group	Ont. less CMAs	16	0	0.0 %	4.1 %	1	•1	Ont. less CMAs	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau	
Employment Equity Occupational Group	Québec	3	0	0.0 %	0.7 %	0	0	Québec	
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	6.4 %	0	0	Thunder Bay	
18 : Skilled Sales and Service Personnel		32	0	0.0 %	1.8 %	1	-1		
5221 : Technical sales specialists - wholesale trade	Alberta	14	0	0.0 %	2.0 %	0	0	Alberta	

## Workforce Analysis - Detailed Report

Date: 2017-12-06

#### **Aboriginal Peoples**

	Aboriginal Peoples							
Employment Equity Occupational Group	Internal Location	All Employees	•	entation		ability	Gap	Recruitment Area
		#	#	%	%	#	#	
6221 : Technical sales specialists - wholesale trade	British Columbia	2	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	9	0	0.0 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	5	0	0.0 %	1.0 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	8.2 %	0	0	Saskatchewan
09 : Skilled Crafts and Trades Workers		37	1	2.7 %	6.3 %	2	-1	
8232 : Oil and gas well drillers, servicers, testers and related workers	Alberta	28	1	3.6 %	6.3 %	2	-1	Alberta
8232 : Oil and gas well drillers, servicers, testers and related workers	British Columbia	6	0	0.0 %	7.3 %	0	0	British Columbia
8232 : Oil and gas well drillers, servicers, testers and related workers	Saskatchewan	3	0	0.0 %	3.7 %	0	0	Saskatchewan
10 : Clerical Personnel		105	0	0.0 %	4.2 %	4	-4	
Employment Equity Occupational Group	Alta. less CMAs	7	0	0.0 %	8.1 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	8	0	0.0 %	9.1 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Calgary	42	0	0.0 %	3.0 %	1	•1	Calgary
Employment Equity Occupational Group	Edmonton	9	0	0.0 %	5.1 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.6 %	0	0	Hamilton
Employment Equity Occupational Group	Kingston	1	0	0.0 %	3.4 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	4	0	0.0 %	0.9 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	1	0	0.0 %	1.6 %	0	0	London
Employment Equity Occupational Group	Montréal	10	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	5	0	0.0 %	3.5 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	11	0	0.0 %	4.7 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	3.2 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	3	0	0.0 %	0.6 %	0	0	Québec
Employment Equity Occupational Group	Sask. less CMA	2	0	0.0 %	12.4 %	0	0	Sask. less CMA



## Workforce Analysis - Detailed Report

Date: 2017-12-06

#### **Aboriginal Peoples**

			Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	Gap	Recruitment Area	
		#	#	%	%	#	#		
Employment Equity Occupational Group	St. John's	1	0	0.0 %	1.4 %	0	0	St. John's	
Employment Equity Occupational Group	Y.T.	<b>A</b> base	0	0.0 %	21.7 %	0	0	Y.T.	
12 : Semi-Skilled Manual Workers		7	0	0.0 %	2.3 %	0	0		
Employment Equity Occupational Group	London	1	0	0.0 %	1.9 %	0	0	London	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.9 %	0	0	Montréal	
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	4.4 %	0	0	Ont. less CMAs	
Employment Equity Occupational Group	Que. less CMAs		0	0.0 %	2.7 %	0	0	Que. less CMAs	
14 : Other Manual Workers		5	0	0.0 %	11.0 %	1	-1		
Employment Equity Occupational Group	Alta. less CMAs	4	0	0.0 %	12.8 %	1	-1	Alta. less CMAs	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	4.0 %	0	0	Calgary	
Total		873	9	1.0 %	2.8 %	24	-15		

Total may not equal sum of components due to rounding.

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



# Workforce Analysis - Detailed Report

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#### **Members of Visible Minorities**

					f Visible Min			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	entation %	Ava %	ilability #	Gap #	Recruitment Area
01 : Senior Managers	National	15	2	13.3 %	10.1 %	2	0	National
02 : Middle and Other Managers	National	77	8	10.4 %	15.0 %	12	4	National
03 : Professionals		76	32	42.1 %	33.1 %	25	7	
1111 : Financial auditors and accountants	National	1	1	100.0 %	27.5 %	0	1	National
1121 : Human resources professionals	National	3	1	33.3 %	14.1 %	0	1	National
2112 : Chemists	National	49	20	40.8 %	37.3 %	18	2	National
2113 : Geoscientists and oceanographers	National	3	1	33.3 %	13.2 %	0	1	National
2134 : Chemical engineers	National	2	1	50.0 %	30.8 %	1	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	31.4 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	11	5	45.5 %	31.5 %	3	2	National
4163 : Business development officers and marketing researchers and consultants	National	5	3	60.0 %	21.9 %	1	2	National
04 : Semi-Professionals and Technicians		421	206	48.9 %	25.3 %	107	99	
2211 : Chemical technologists and technicians	Alberta	233	145	62.2 %	27.2 %	63	82	Alberta
2211 : Chemical technologists and technicians	British Columbia	19	7	36.8 %	40.6 %	8	-1	British Columbia
2211 : Chemical technologists and technicians	Newfoundland and Labrador	1	0	0.0 %	0.0 %	0	0	Newfoundland and
2211 : Chemical technologists and technicians	Nova Scotia	14	0	0.0 %	6.0 %	1	-1	Nova Scotia
2211 : Chemical technologists and technicians	Ontario	68	34	50.0 %	30.7 %	21	13	Ontario
2211 : Chemical technologists and technicians	Québec	71	14	19.7 %	15.3 %	11	3	Québec
2211 : Chemical technologists and technicians	Saskatchewan	5	2	40.0 %	8.9 %	0	2	Saskatchewan
2211 : Chemical technologists and technicians	Yukon	1	0	0.0 %	0.0 %	0	0	Yukon
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	1	0	0.0 %	7.1 %	0	0	Alberta
2281 : Computer network technicians	Alberta	4	2	50.0 %	25.1 %	1	1	Alberta
2281 : Computer network technicians	Ontario	1	0	0.0 %	34.1 %	0	0	Ontario
5223 : Graphic arts technicians	Alberta	3	2	66.7 %	22.9 %	1	1	Alberta



# Workforce Analysis - Detailed Report

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#### **Members of Visible Minorities**

				Members of	of Visible Mind	orities		
Employment Equity Occupational Group	Internal Location	All Employees		sentation		ability "	Gap	Recruitment Area
		#	#	%	%	#	#	
05 : Supervisors		18	6	33.3 %	18.3 %	3	3	
Employment Equity Occupational Group	Alta. less CMAs	2	1	50.0 %	11.9 %	0	1	Alta. less CMAs
Employment Equity Occupational Group	Calgary	10	3	30.0 %	27.4 %	3	0	Calgary
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	21.6 %	0	1	Edmonton
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	2.2 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	4	1	25.0 %	1.9 %	0	۲	Ont. less CMAs
06 : Supervisors: Crafts and Trades		6	0	0.0 %	3.5 %	0	0	
8222 : Contractors and supervisors, oil and gas drilling and services	Alberta	4	0	0.0 %	4.3 %	0	0	Alberta
8222 : Contractors and supervisors, oil and gas drilling and services	British Columbia	1	0	0.0 %	3.6 %	0	0	British Columbia
8222 : Contractors and supervisors, oil and gas drilling and services	Saskatchewan	1	0	0.0 %	0.0 %	0	0	Saskatchewan
07 : Administrative and Senior Clerical Personnel		74	24	32.4 %	9.4 %	7	17	
Employment Equity Occupational Group	Alta. less CMAs	3	0	0.0 %	3.4 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	4	0	0.0 %	3.4 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	27	12	44.4 %	16.5 %	4	8	Calgary
Employment Equity Occupational Group	Edmonton	6	3	50.0 %	13.4 %	1	2	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	1	100.0 %	1.5 %	0	1	Greater Sudbury
Employment Equity Occupational Group	Montréal	8	1	12.5 %	12.2 %	1	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	4	0	0.0 %	1.2 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	16	7	43.8 %	1.6 %	0	7	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	3	0	0.0 %	1.5 %	0	0	Québec
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	2.3 %	0	0	Thunder Bay
08 : Skilled Sales and Service Personnel		32	7	21.9 %	13.8 %	4	3	
6221 : Technical sales specialists - wholesale trade	Alberta	14	3	21.4 %	11.3 %	2	1	Alberta

## Workforce Analysis - Detailed Report Date: 2017-12-06

#### **Members of Visible Minorities**

					f Visible Mind		<b>A</b> .	
Employment Equity Occupational Group	Internal Location	All Employees #	Kepres #	sentation %	Avan %	ability #	Gap #	Recruitment Area
6221 : Technical sales specialists - wholesale trade	British Columbia	2	2	100.0 %	24.7 %	0	2	British Columbia
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	2.7 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	9	2	22.2 %	20.8 %	2	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	5	0	0.0 %	8.5 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	2.7 %	0	0	Saskatchewan
09 : Skilled Crafts and Trades Workers		37	4	10.8 %	5.5 %	2	2	
8232 : Oil and gas well drillers, servicers, testers and related workers	Alberta	28	3	10.7 %	6.4 %	2	1	Alberta
8232 : Oil and gas well drillers, servicers, testers and related workers	British Columbia	6	1	16.7 %	3.3 %	0	1	British Columbia
8232 : Oil and gas well drillers, servicers, testers and related workers	Saskatchewan	3	0	0.0 %	0.8 %	0	0	Saskatchewan
10 : Clerical Personnel		105	47	44.8 %	14.1 %	15	32	
Employment Equity Occupational Group	Alta. less CMAs	7	2	28.6 %	4.2 %	0	2	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	8	3	37.5 %	2.9 %	0	3	B.C. less CMAs
Employment Equity Occupational Group	Calgary	42	29	69.0 %	24.3 %	10	19	Calgary
Employment Equity Occupational Group	Edmonton	9	3	33.3 %	17.5 %	2	1	Edmonton
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	10.1 %	0	0	Hamilton
Employment Equity Occupational Group	Kingston	1	0	0.0 %	3.0 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	4	0	0.0 %	11.5 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	1	0	0.0 %	9.1 %	0	0	London
Employment Equity Occupational Group	Montréal	10	3	30.0 %	17.4 %	2	1	Montréal
Employment Equity Occupational Group	N.S. less CMA	5	0	0.0 %	1.9 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	11	6	54.5 %	1.7 %	0	6	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	1	50.0 %	0.6 %	0	1	Que. less CMAs
Employment Equity Occupational Group	Québec	3	0	0.0 %	2.0 %	0	0	Québec
Employment Equity Occupational Group	Sask. less CMA	2	0	0.0 %	2.0 %	0	0	Sask. less CMA

# Workforce Analysis - Detailed Report

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#### **Members of Visible Minorities**

				Members o	of Visible Min	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	St. John's	1	0	0.0 %	0.8 %	0	0	St. John's
Employment Equity Occupational Group	Y.T.	1	0	0.0 %	3.4 %	0	0	Y.T.
12 : Semi-Skilled Manual Workers		7	2	28.6 %	12.1 %	1	1	
Employment Equity Occupational Group	London	4	0	0.0 %	12.9 %	0	0	London
Employment Equity Occupational Group	Montréal	3	0	0.0 %	22.7 %	1	-1	Montréal
Employment Equity Occupational Group	Ont. less CMAs	2	2	100.0 %	1.6 %	0	2	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	0.7 %	0	0	Que. less CMAs
14 : Other Manual Workers		5	1	20.0 %	10.0 %	1	0	
Employment Equity Occupational Group	Alta. less CMAs	4	1	25.0 %	5.9 %	0	1	Aita. less CMAs
Employment Equity Occupational Group	Calgary	1	0	0.0 %	26.7 %	0	0	Calgary
Total		873	339	38.8 %	20.4 %	179	160	

Total may not equal sum of components due to rounding.

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



#### Workforce Analysis - Detailed Report

Date: 2017-12-06

#### **Persons with Disabilities**

					ties		
Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
	#	#	%	%	#	#	
National	92	0	0.0 %	4.3 %	4	4	National
National	76	1	1.3 %	3.8 %	3	-2	National
National	421	4	1.0 %	4.6 %	19	-15	National
National	18	0	0.0 %	13.9 %	3	-3	National
National	6	0	0.0 %	7.8 %	0	0	National
National	74	0	0.0 %	3.4 %	3	-3	National
National	32	0	0.0 %	3.5 %	1	-1	National
National	37	0	0.0 %	3.8 %	1	-1	National
National	105	2	1.9 %	7.0 %	7	-5	National
National	7	0	0.0 %	4.8 %	0	0	National
National	5	0	0.0 %	5.3 %	0	0	National
	873	7	0.8 %	4.8 %	41	-34	
	National National National National National National National National National	#National92National76National421National18National6National74National32National37National105National7National7National5	##National920National761National4214National180National60National740National320National370National1052National70National70National50	#         #         %           National         92         0         0.0 %           National         76         1         1.3 %           National         421         4         1.0 %           National         421         4         1.0 %           National         18         0         0.0 %           National         6         0         0.0 %           National         74         0         0.0 %           National         32         0         0.0 %           National         37         0         0.0 %           National         105         2         1.9 %           National         7         0         0.0 %           National         5         0         0.0 %	#         #         %         %           National         92         0         0.0 %         4.3 %           National         76         1         1.3 %         3.8 %           National         76         1         1.3 %         3.8 %           National         421         4         1.0 %         4.6 %           National         18         0         0.0 %         13.9 %           National         6         0         0.0 %         7.8 %           National         74         0         0.0 %         3.4 %           National         32         0         0.0 %         3.5 %           National         37         0         0.0 %         3.8 %           National         105         2         1.9 %         7.0 %           National         7         0         0.0 %         4.8 %           National         5         0         0.0 %         5.3 %	#         #         %         %         #           National         92         0         0.0 %         4.3 %         4           National         76         1         1.3 %         3.8 %         3           National         76         1         1.3 %         3.8 %         3           National         421         4         1.0 %         4.6 %         19           National         18         0         0.0 %         13.9 %         3           National         6         0         0.0 %         7.8 %         0           National         74         0         0.0 %         3.4 %         3           National         32         0         0.0 %         3.4 %         3           National         37         0         0.0 %         3.8 %         1           National         37         0         0.0 %         3.8 %         1           National         77         0         0.0 %         4.8 %         0           National         5         0         0.0 %         5.3 %         0	#         #         %         %         #         #           National         92         0         0.0%         4.3%         4         4           National         76         1         1.3%         3.8%         3         2           National         421         4         1.0%         4.6%         19         15           National         18         0         0.0%         13.9%         3         -3           National         6         0         0.0%         7.8%         0         0           National         74         0         0.0%         3.5%         1         -1           National         32         0         0.0%         3.8%         1         -1           National         70         0.0%         3.8%         1         -1         1           National         37         0         0.0%         3.8%         1         -1           National         105         2         1.9%         7.0%         7         -5           National         7         0         0.0%         5.3%         0         0           National         5         0

Total may not equal sum of components due to rounding.

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



#### Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - AGAT Laboratories Ltd.

#### Workforce Analysis - Detailed Report Date: 2017-12-06

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
12 : Semi-Skilled Manual Workers	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



#### Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - AGAT Laboratories Ltd.

## Workforce Analysis - Detailed Report Date: 2017-12-06

#### 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
12 : Semi-Skilled Manual Workers	EEOG	National
14 : Other Manual Workers	EEOG	National



## Workforce Analysis - Summary Report

Date: 2017-12-06

#### Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	15	4	26.7 %	27.4 %	4	0
02 : Middle and Other Managers	77	31	40.3 %	38.9 %	30	1
03 : Professionals	76	43	56.6 %	37.9 %	29	14
04 : Semi-Professionals and Technicians	421	229	54.4 %	46.7 %	197	32
05 : Supervisors	18	11	61.1 %	58.9 %	11	0
06 : Supervisors: Crafts and Trades	6	1	16.7 %	4.1 %	0	1
07 : Administrative and Senior Clerical Personnel	74	57	77.0 %	83.4 %	62	-5
08 : Skilled Sales and Service Personnel	32	22	68.8 %	24.9 %	8	14
09 : Skilled Crafts and Trades Workers	37	3	8.1 %	3.7 %	1	2
10 : Clerical Personnel	105	59	56.2 %	70.6 %	74	-15
12 : Semi-Skilled Manual Workers	7	1	14.3 %	19.0 %	1	0
14 : Other Manual Workers	5	0	0.0 %	18.4 %	1	-1
Total	873	461	52.8 %	47.9 %	418	43

Total may not equal sum of components due to rounding.

#### Workforce Analysis - Summary Report

Date: 2017-12-06

#### **Aboriginal Peoples**

			Abori	ginal People	s	
Employment Equity Occupational Group	All Employees	•	entation		lability	Gap
	#	#	%	%	#	#
01 : Senior Managers	15	1	6.7 %	2.9 %	0	1
02 : Middle and Other Managers	77	5	6.5 %	2.2 %	2	3
03 : Professionals	76	0	0.0 %	0.9 %	1	•1
04 : Semi-Professionals and Technicians	421	1	0.2 %	2.3 %	10	-9
05 : Supervisors	18	1	5.6 %	4.0 %	1	0
06 : Supervisors: Crafts and Trades	6	0	0.0 %	7.0 %	0	0
07 : Administrative and Senior Clerical Personnel	74	0	0.0 %	3.3 %	2	-2
08 : Skilled Sales and Service Personnel	32	0	0.0 %	1.8 %	1	.1
09 : Skilled Crafts and Trades Workers	37	1	2.7 %	6.3 %	2	-1
10 : Clerical Personnel	105	0	0.0 %	4.2 %	4	-4
12 : Semi-Skilled Manual Workers	7	0	0.0 %	2.3 %	0	0
14 : Other Manual Workers	5	0	0.0 %	11.0 %	1	-1
Total	873	9	1.0 %	2.8 %	24	-15
we is the second s						

Total may not equal sum of components due to rounding.

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#### Workforce Analysis - Summary Report

#### Date: 2017-12-06

#### **Members of Visible Minorities**

			Members of	of Visible Mir	norities		
Employment Equity Occupational Group	All Employees	•	sentation	Ava %	ailability #	Gap #	
	#	#	%	78	*	*	
01 : Senior Managers	15	2	13.3 %	10.1 %	2	0	
02 : Middle and Other Managers	77	8	10.4 %	15.0 %	12	-4	
03 : Professionals	76	32	42.1 %	33.1 %	25	7	
04 : Semi-Professionals and Technicians	421	206	48.9 %	25.3 %	107	99	
05 : Supervisors	18	6	33.3 %	18.3 %	3	3	
06 : Supervisors: Crafts and Trades	6	0	0.0 %	3.5 %	0	0	
07 : Administrative and Senior Clerical Personnel	74	24	32.4 %	9.4 %	7	17	
08 : Skilled Sales and Service Personnel	32	7	21.9 %	13.8 %	4	3	
09 : Skilled Crafts and Trades Workers	37	4	10.8 %	5.5 %	2	2	
10 : Clerical Personnel	105	47	44.8 %	14.1 %	15	32	
12 : Semi-Skilled Manual Workers	7	2	28.6 %	12.1 %	1	1	
14 : Other Manual Workers	5	1	20.0 %	10.0 %	1	0	
Total	873	339	38.8 %	20.4 %	179	160	
Takel ways ask accurl accur of any approximation due to grounding							

Total may not equal sum of components due to rounding.

## Workforce Analysis - Summary Report

Date: 2017-12-06

#### **Persons with Disabilities**

			Persons	with Disabili	ties	
Employment Equity Occupational Group	All Employees	Represe	entation	Avail	lability	Gap
	#	#	%	%	#	#
01/02 : Managers	92	0	0.0 %	4.3 %	4	-4
03 : Professionals	76	1	1.3 %	3.8 %	3	2
04 : Semi-Professionals and Technicians	421	4	1.0 %	4.6 %	19	-15
05 : Supervisors	18	0	0.0 %	13.9 %	3	3
06 : Supervisors: Crafts and Trades	6	0	0.0 %	7.8 %	0	0
07 : Administrative and Senior Clerical Personnel	74	0	0.0 %	3.4 %	3	-3
08 : Skilled Sales and Service Personnel	32	0	0.0 %	3.5 %	1	-1
09 : Skilled Crafts and Trades Workers	37	0	0.0 %	3.8 %	1	-1
10 : Clerical Personnel	105	2	1.9 %	7.0 %	7	-5
12 : Semi-Skilled Manual Workers	7	0	0.0 %	4.8 %	0	0
14 : Other Manual Workers	5	٥	0.0 %	5.3 %	0	0
Total	873	7	0.8 %	4.8 %	41	-34
	0/0	f	0.0 %	4.0 %	-+1	-274

Total may not equal sum of components due to rounding.



Dec 6,2017

		Disab	ilities	Vis. Min.		Aboriginals			Women	
	Gap		Utilization	Gap	Utilization	Gap	$\int $	Utilization	Gap	Utilization
1 Senior Managers		/		0	100%		1		0	100%
2 Middle and other Managers		-4	0%	4	67%		3	250%	1	103%
3 Professionals		-2	33%	7	128%		-1	0%	15	154%
4 Semi-Professionals and Technicians	ľ	-15	21%	) 99	193%		-9	10%	32	116%
5 Supervisors		-3		3	200%		0	100%	0	100%
6 Supervisors: Crafts and Trades		0		0			0		1	
7 Administrative and Senior Clerical Personnel		-3	0%	17	343%		-2	0%	-5	92%
8 Skilled Sales and Service Personnel		-1	0%	3	175%		-1	0%	14	275%
9 Skilled Crafts and Trades Workers		-1	0%	2	200%		-1	50%	2	300%
10 Clerical Personnel	1	-5	29%	32	313%		-4	0%	-15	80%
12 Semi-Skilled Manual Workers		- d		1	200%		Ô		0	100%
14 Other Manual Workers		d		0	100%		- 1	0%	-1	0%
			18%	158	194%			38%		110%

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Federal Contractors Program Achievement Report	
Part 1: Workforce Analysis	
AGAT Laboratories Ltd	
2017-12-06	

Data from First/Prev		
$\checkmark$	$\downarrow$	$\checkmark$

Data from Sul	bsequent/Curi Analysis	ent Workforce
$\downarrow$	$\downarrow$	$\downarrow$

Data from Fi	rst/Previous Workt	force Analysis
YYYY	MM	DD
2017	12	06

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2020	12	01

		Table 1: Women           First/Previous Workforce Analysis		
Empla	ement Family Occurrentianel Course (FEOC)	All Employees	Won	
Emplo	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	15	4	27.4
02	Middle & Other Managers	77	31	38.9
03	Professionals	76	43	37.9
04	Semi-Professionals & Technicians	421	229	46.7
05	Supervisors	18	11	58.9
06	Supervisors: Crafts & Trades	6	1	4.1
07	Administrative & Senior Clerical Personnel	74	57	83.4
08	Skilled Sales & Service Personnel	32	22	24.9
09	Skilled Crafts & Trades Workers	37	3	3.7
10	Clerical Personnel	105	59	70.9
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	7	1	19.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	5	0	18.4
Total		873	461	47.9

Table 5: Women				
	/Current Workforc	•		
All Employees	Won	ien		
	Representation	Availability*		
#	#	%		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	Ő	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		

\* Source:

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Federal Contractors Program Achievement Report	
Part 1: Workforce Analysis	
AGAT Laboratories Ltd	
2017-12-06	

Data from Firs	st/Previous Wor	kforce Analysis
$\downarrow$	$\downarrow$	$\downarrow$

Data from Su	ibsequent/Curi Analysis	ent Workforce
$\downarrow$	Ļ	$\checkmark$

2017	12	06
YYYY	MM	DD
Data from Fi	rst/Previous Workt	force Analysis

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2020	12	01

		Table 2: Aboriginal PeoplesFirst/Previous Workforce Analysis		
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Aborigin	al Peoples
Empio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	15	1	2.9
02	Middle & Other Managers	77	5	2.2
03	Professionals	76	0	0.9
04	Semi-Professionals & Technicians	421	1	2.3
05	Supervisors	18	1	4.0
06	Supervisors: Crafts & Trades	6	0	7.0
07	Administrative & Senior Clerical Personnel	74	0	3.3
08	Skilled Sales & Service Personnel	32	0	1.8
09	Skilled Crafts & Trades Workers	37	1	6.3
10	Clerical Personnel	105	0	4.2
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	7	0	2.3
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	5	0	11.0
Total		873	9	2.8

Table 6: Aboriginal Peoples				
Subsequent/Current Workforce Analysis All Employees Aboriginal Peoples				
1 5	Representation	Availability*		
#	#	%		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		

* Source:		
0	 	

\* Source:

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Federal Contractors Program Achievement Report		
	Part 1: Workforce Analysis	
	AGAT Laboratories Ltd	
	2017-12-06	

Data from Fir	st/Previous Wor	kforce Analysis
$\downarrow$	$\checkmark$	$\downarrow$

Data from Su	ibsequent/Curre Analysis	nt Workforce
$\downarrow$	Ý	Y

2017	12	06
YYYY	MM	DD
Data from Fi	rst/Previous Workt	force Analysis

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2020	12	01

			mbers of Visible evious Workforce	
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Members of Vis	sible Minorities
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	15	2	10.1
02	Middle & Other Managers	77	8	15.0
03	Professionals	76	32	33.1
04	Semi-Professionals & Technicians	421	206	25.3
05	Supervisors	18	6	18.3
06	Supervisors: Crafts & Trades	6	0	3.5
07	Administrative & Senior Clerical Personnel	74	24	9.4
08	Skilled Sales & Service Personnel	32	7	13.8
09	Skilled Crafts & Trades Workers	37	4	5.5
10	Clerical Personnel	105	47	14.1
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	7	2	12.1
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	5	1	10.0
Total	·	873	339	20.4

Subsequen	t/Current Workford	e Analysis
All Employees	Members of Vis	ible Minorities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.(

* Source:		
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Federal Contractors Program Achievement Report		
	Part 1: Workforce Analysis	
	AGAT Laboratories Ltd	
	2017-12-06	

Data from rirst/r	revious wor	kforce Analysis
↓ ↓	↓	Ļ

Data from Su	bsequent/Curre	ent Workforce
	Analysis	
$\checkmark$	$\downarrow$	$\checkmark$

2017	12	06
YYYY	MM	DD
Data from Fi	rst/Previous Workt	force Analysis

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2020	12	01

			Persons with Di evious Workforce	
<b>г</b> . 1		All Employees	Persons with	h Disabilities
Епрю	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	92	0	4.3
03	Professionals	76	1	3.8
04	Semi-Professionals & Technicians	421	4	4.6
05	Supervisors	18	0	13.9
06	Supervisors: Crafts & Trades	6	0	7.8
07	Administrative & Senior Clerical Personnel	74	0	3.4
08	Skilled Sales & Service Personnel	32	0	3.5
09	Skilled Crafts & Trades Workers	37	0	3.8
10	Clerical Personnel	105	2	7.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	7	0	4.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	5	0	5.3
Total		873	7	4.8

	Persons with Dis	
<u>^</u>	/Current Workforc	•
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

\* Source:

## Part 2: Flow Data Analysis

## AGAT Laboratories Ltd

Start Date of Flow Data	End Date of Flow Data
YYYY MM DD	YYYY MM DD

	Data		n 4 - Empl red	oyees	Data		m 5 - Empl noted	oyees	Data		n 6 - Empl inated	oyees
	<b>↓</b>	↓ 75-1-1-1-	↓ ₩	$\downarrow$	↓	↓ T-11-5-	V	↓	$\downarrow$	↓ T-11-0	↓ 	
	Full-time	/ National	Women Part-time	/ National	Full-time		Women Part-time	/ National	Full-time	<u>Table 9:</u> / National	Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0 0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

## Part 2: Flow Data Analysis

## AGAT Laboratories Ltd

			Date of Flow			Date of Flow	1						
		YYYY	MM	DD	YYYY	MM	DD						
		0	0	0	0	0	0						
	Data	from Forn	n 4 - Empl	oyees	Data	from For	m 5 - Empl	loyees	Data	from For	m 6 - Empl	oyees	
		Hiı	red			Pror	noted						
	↓	Ŷ	Ļ	¥	↓	Ŷ	↓	¥	$\downarrow$ $\downarrow$ $\downarrow$ $\downarrow$				
	Tal	ole 2: Abor	iginal Peo	ples	Tab	le 6: Abo	riginal Peo	ples	Tab	le 10: Abc	riginal Peo	oples	
	Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
	#	#	#	#	#	#	#	#	#	#	#	#	
01 Senior Managers	0	0	0	0	0	0	0	0	0	C	0	0	
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0	
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	C	0	0	
05 Supervisors	0	0	0	0	0	0	0	0	0	C	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	C	0	0	
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	C	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	C	0	0	
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	C	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	C	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	C	0	0	
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	C	0	0	
Total	0	0	0	0	0	0	0	0	0	0	0	0	

## Part 2: Flow Data Analysis

## AGAT Laboratories Ltd

			Date of Flow	/ Data	End	Date of Flow	Data					
		YYYY	MM	DD	YYYY	MM	DD	1				
		0	0	0	0	0	0					
	Data	from Form	n 4 - Empl	oyees	Data	from For	n 5 - Emp	loyees	Data	from For	m 6 - Emp	loyees
		Hi	red			Pror	noted					
	↓	↓ ↓	↓	↓	↓	↓	↓	Ŷ	↓	↓	↓	↓
	Table	3: Persons	with Disa	bilities	Table	7: Persons	with Disa	bilities	Table	11: Person	s with Dis	abilities
	Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National	Full-time / National Part-time / Nat			
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employee Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	Ħ	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	C	) (	0 0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	C	0 0	0 0	0
03 Professionals	0	0	0	0	0	0	0	0	C	0 0	0 0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	C	) (	0 0	0
05 Supervisors	0	0	0	0	0	0	0	0	C	0 0	0 0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	C	0 0	0 0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0 0	0 0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0 0	0 0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0 0	0 0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0		0 0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0		0 0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	) (	) o	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	) (	) o	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	C		0	0
Total	0	0	0	0	0	0	0	0	0	0 0	0 0	0

## Part 2: Flow Data Analysis

## AGAT Laboratories Ltd

		Start	Date of Flow	/ Data	End E	ate of Flow	Data					
		YYYY	MM	DD	YYYY	MM	DD					
		0	0	0	0	0	0					
		a - 5			<b>D</b> .	a ==						
	Data		n 4 - Empl	oyees	Data		n 5 - Empl	oyees	Data		m 6 - Empl	oyees
		Hi	red			Pron	noted			Term	inated	
	↓	$\downarrow$	$\downarrow$	$\downarrow$	<b>↓</b>	$\downarrow$	$\downarrow$	$\downarrow$	↓	$\downarrow$	Ť	$\downarrow$
	Table 4:	Members of	of Visible N	linorities	Table 8: I	Members	of Visible <b>N</b>	linorities	Table 12:	Members	of Visible N	Ainorities
	Full-time	/ National	Part-time	/ National	Full-time /	National	Part-time	/ National	Full-time / National Part-time / Nati			
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities	All Employees Hired	Members of Visible Minorities	All Employees Promoted	Members of Visible Minorities	All Employees Promoted	Members of Visible Minorities	All Employees Terminated	Members of Visible Minorities	All Employees Terminated	Members of Visible Minorities
		Hired		Hired		Promoted		Promoted		Terminated		Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0		0	0	0	0	0
03 Professionals	0	0	0	0	0	0		0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

# Federal Contractors Program Achievement Report Part 3: Goals AGAT Laboratories Ltd 2017-12-06

	Data for First/Previous Goals																		
AB	С	D	E	F	G	Н	I	J	К	L	М	N	0	Р	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & J Workforce Analysis <sup>‡</sup>	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)
	¥	Ļ	¥	¥	$\downarrow$	Ļ	Ļ	Ļ	Ļ	Ļ	Ļ	Ļ	Ļ	Ļ	Ļ	Ļ	Ļ	↓	,
									***	Table 1:									
				411 F	ployees				First/	Previous Sh	iort-term G	oals		w	omen				
				AUED				r		1			2 8	r Goals	omen	1	1	r	1
	Number	Grow	th (New Positi	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re		Hires		n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proje	ected	Actual	Proj	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present Availability	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	2017-12-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2017-12-06	Annually	Over 3 Years	Over 3 Years	2017	2020	Availability		Gap	Representation	Years
	#	%	%	Ħ	%	%	#	#	Ħ	%	#	#	#	%	%	Ħ	#	%	%
01 Senior Managers	15	-100.0%	3.0%	1	0.0%	3.0%	1	2	4	3.0%	0	0	0		27.4%	0	0	26.7%	25.0%
02 Middle & Other Managers	77	-100.0%	5.0%	12		4.0%	9	21	31	4.0%	4	8	0		38.9%	1	-8	40.3%	30.3%
03 Professionals	76	-100.0%	5.0%	11		3.0%	7	18	43		4	-6	0		37.9%	14	6	56.6%	44.8%
04 Semi-Professionals & Tech	421	-100.0%	8.0%	101	0.0%	48.0%	606	707	229		330	345	0		46.7%	32		54.4%	-19.3%
05 Supervisors	18	-100.0%	5.0%	3	0.0%	7.0%	4	7	11		2	3	0		58.9%	0	-3	61.1%	42.9%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	6	-100.0%	5.0%	1	0.0%	0.0%	0	1	1	0.0%	0	-1	0		4.1%	1	1	16.7%	14.3% 53.1%
07 Administrative & Sr Clerical 08 Skilled Sales & Service	74 32	-100.0% -100.0%	3.0% 3.0%	, , , , , , , , , , , , , , , , , , , ,	0.0%	8.0% 6.0%	18	25	57 22		14	25	0		83.4% 24.9%	-5	-25	77.0% 68.8%	53.1%
08 Skilled Crafts & Trades	32 37	-100.0% -100.0%	3.0%	3	0.0%	5.0%	6	9	22	5.0%	4	-9	0		3.7%	14	9	8.1%	7.5%
10 Clerical Personnel	105	-100.0%	3.0%		0.0%	16.0%	50	59	59		28	50	0		70.9%	-15	-50	56.2%	27.2%
11 Intermediate Sales & Service	105	0.0%	0.0%	, C	0.0%	0.0%	0	0	0	0.0%		0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	7	-100.0%	5.0%	1	0.0%	1.0%	Ő	ľ		1.0%	Ő	1	0		19.0%	Ő	-1	14.3%	12.5%
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	5	-100.0%	5.0%	1	0.0%	2.0%	0	1	0	2.0%	0	1	0	20.0%	18.4%	-1	-1	0.0%	0.0%
Total	873	-100.0%	5.8%	152	0.0%	26.8%	702	854	461	26.8%	371	401	171	20.0%	47.9%	43	-230	52.8%	25.5%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> - 1) x 100.

					Table 2: Women
Employment Equity Occupational		Wome	en		
Group (EEOG)	Short-ter	m Goals	Long-ter	rm Goals	Comments
	#	%	Ħ	%	
01 Senior Managers	0	0.0	0	0.0	Overll, we have full representation of women and will keep monitoring the situation to ensure we do not fall behind.
02 Middle & Other Managers	0	0.0	0	0,0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0,0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0,0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	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	20.0	1	20,0	
Total	1	20.0	1	20.0	

#### Federal Contractors Program Achievement Report Part 3: Goals AGAT Laboratories Ltd

2017-12-06

									Data 1	or First/P	Previous (	Goals							
AB	С	D	Е	Б	G	н	т	T	К	L	м	N	0	Р	0	R	S	т	U
	L L	L D	E	r	G	н	1	J	ĸ	L	IVI	IN I	U	r	<u> </u>	K	3	1	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	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)
		Ļ	Ļ	¥	$\downarrow$	¥	$\downarrow$	V	Ļ	Ļ	¥	Ļ	↓ _	Ļ	$\downarrow$	$\downarrow$	Ļ	¥	↓
										e 3: Abori									
									First/	Previous Sh	iort-term G	oals							
				All En	ployees					1		, ,			nal Peoples	1			
	Number	Grov	vth (New Positi	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires	3 Year	Goals					
<b>Employment Equity Occupational</b>	YYYY-MM-DD	Actual	Proje	antad	Actual	Proje	uotad	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-4400	Actual		Over 3	Actual		Over 3	Years	1111-3401-00		Over 3	Over 3 Years			Availability	[	Gap	Representation	Years
	2017-12-06	Annually	Annually	Years	Annually	Annually	Years		2017-12-06	Annually	Years		2017	2020					
	#	%	%	#	%	%	H.	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	15	-100.0%	3.0%	1	0.0%	3.0%	1	2	1	3.0%	0	-1	0		2.9%	1	1	6.7%	6.3%
02 Middle & Other Managers	77	-100.0%	5.0%	12		4.0%	9	21	5	4.0%	1	-2	0		2.2%	3	2	6.5%	4.5%
03 Professionals	76	-100.0%	5.0%	11		3.0%	7	18	0	3.0%	0	1	0	2.0%	0.9%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	421	-100.0%	8.0%	101	0.0%	48.0%	606	707	1	48.0%	1	12	18	2.5%	2.3%	-9	6	0.2%	3.4%
05 Supervisors	18	-100.0%	5.0%	3	0.0%	7.0%	4	7	1	7.0%	0	0	0		4.0%	0	0	5.6%	4.8%
06 Supervisors: Crafts & Trades	6	-100.0%	5.0%	1	0.0%	0.0%	0	1	0	0.0%	0	0	0		7.0%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	74	-100.0%	3.0%	7	0.0%	8.0%	18	25	0	8.0%	0	3	1	3.5%	3.3%	-2	-2	0.0%	1.2%
08 Skilled Sales & Service	32	-100.0%	3.0%	3	0.0%	6.0%	6	9	0	6.0%	0	1	0	2.0%	1.8%	-1	-1	0.0%	0.0%
09 Skilled Crafts & Trades	37	-100.0%	3.0%	3	0.0%	5.0%	6	9	1	5.0%	0	2	1	6.5%	6.3%	-1	-1	2.7%	5.0%
10 Clerical Personnel	105	-100.0%	3.0%	9	0.0%	16.0%	50	59	0	16.0%	0	5	3	4.5%	4.2%	-4	-2	0.0%	2.6%
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	7	-100.0%	5.0%	1	0.0%	1.0%	0	1		1.0%		0	0		2.3%		0	0.0%	0.0%
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0		0.0%			0	10.00/	0.0%			#DIV/0!	#DIV/0!
14 Other Manual Workers Total	873	-100.0%	5.0% 5.8%	152	0.0%	2.0% 26.8%	0 702	854	0	2.0%	- 0	27	34	12.0% 4.0%	11.0% 2.8%	-1	-1	0.0%	0.0%
Total	6/3	-100.0%	3.6%	152	0.0%	20.0%	702	854	9	20.6%	/	27	34	4.0%	2.8%	-15	/	1.0%	3.5%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> - 1) x 100.

					Table 4: Aboriginal Peoples
Employment Empire Occupational		Aboriginal	Peoples		
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-te	erm Goals	Comments
	#	%	Ħ	%₀	
01 Senior Managers	0	0.0	(	0.0	
02 Middle & Other Managers	0	0.0	(	0.0	
03 Professionals	0	2.0	]	1 2.0	
04 Semi-Professionals & Tech	18	2.5	(	2.5	
05 Supervisors	0	0.0	(	0.0	
06 Supervisors: Crafts & Trades	0	0.0	(	0.0	
07 Administrative & Sr Clerical	1	3.5	2	2 5.0	
08 Skilled Sales & Service	0	2.0	1	2.0	
09 Skilled Crafts & Trades	1	6.5	]	1 7.0	
10 Clerical Personnel	3	4.5	2	2 5.0	
11 Intermediate Sales & Service	0	0.0	(	0.0	
12 Semi-Skilled Manual	0	0.0	(	0.0	
13 Other Sales & Service	0	0.0	(	0.0	
14 Other Manual Workers	0	12.0	1	12,0	
Total	34	4.0	8	3 4.0	

Part 3: Goals

#### AGAT Laboratories Ltd

2017-12-06

									Data	or First/I	Previous (	Goals							
AB	С	D	E	F	G	H	I	J	K	L	м	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	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)
I	↓	Ļ	Ļ	↓	¥		Ļ	↓	¥	↓	↓		Ļ		·↓	↓	Ļ		
										Persons									
									First/	Previous SI	ort-term G	oals							
				All En	ployees					1		1 1			th Disabilitie	s 1			
	Number	Grov	wth (New Posit	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires	3 Yea	r Goals n - To					
<b>Employment Equity Occupational</b>	YYYY-MM-DD	Actual	Proi	ected	Actual	Proje	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)		Actual		Over 3			Over 3	Years			Over 3	Over 3 Years		1	Availability	[	Gap	Representation	Years
	2017-12-06	Annually	Annually	Years	Annually	Annually	Years		2017-12-06	Annually	Years		2017	2020					
	#	%	%	Ħ	%	%	#	#	Ħ	%	Ħ	#	#	%	%	Ħ	#	%	%
01/02 Managers	92	-100.0%	6.0%	17	0.0%	4.0%	11	28	0	4.0%	0	5	2	7.0%	4.3%	-4	-3	0.0%	1.8%
03 Professionals	76	-100.0%	5.0%	11	0.0%		7	18	1	3.0%	0	2	1	4.0%	3.8%	-2	-1	1.3%	2.3%
04 Semi-Professionals & Tech	421	-100.0%	8.0%	101	0.0%		606	707	4	48.0%	6	26	35		4.6%	-15	9	1.0%	6.3%
05 Supervisors	18	-100.0%	5.0%	3	0.0%	7.0%	4	7	0	7.0%	0	3	1	14.0%	13.9%	-3	-2	0.0%	4.8%
06 Supervisors: Crafts & Trades	6	-100.0%	5.0%		0.0%	0.0%	0		0	0.0%	0	1	0	2.50/	7.8%	0	-1	0.0%	0.0%
07 Administrative & Sr Clerical 08 Skilled Sales & Service	74 32	-100.0%	3.0%		0.0%	8.0% 6.0%	18	25		8.0% 6.0%		3	1	3.5% 3.5%	3.4% 3.5%	-3	-2	0.0%	1.2% 0.0%
09 Skilled Crafts & Trades	32	-100.0% -100.0%	3.0%	د د	0.0%	5.0%	0	9		5.0%			0	3.5% 4.0%	3.5%	-1	-1	0.0%	0.0%
10 Clerical Personnel	105		3.0%		0.0%		50	50		16.0%		27	4	7.0%	5.8% 7.0%	-1	-2	1.9%	4.4%
11 Intermediate Sales & Service	103	0.0%	0.0%	9	0.0%		50	39		0.0%		<u> </u>	4	7.0%	0.0%	-3	-3	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	7	-100.0%	5.0%		0.0%	1.0%	0			1.0%		0	0		4.8%			0.0%	#D10/0!
13 Other Sales & Service	Ó	0.0%	0.0%		0.0%	0.0%	0		0	0.0%	0	0	0		0.0%	0	Ő	#DIV/0!	#DIV/0!
	-			-	1		-	-	-	1	-	-	-			-	-		

+ Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> - 1) x 100.

152

0.0%

0.0%

2.0%

702

26.8%

-100.0%

-100.0%

873

5.0%

5,8%

14 Other Manual Workers

Total

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

854

2.0%

26.8%

48

6

5.3%

4.8%

-35

5.6%

48

					Table 6: Persons with Disabilities
<b>Employment Equity Occupational</b>	P	ersons with	Disabilitie	\$	
Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
	#	%	#	%	
01/02 Managers	2	7.0	3	10.0	
03 Professionals	1	4.0	]	4.0	
04 Semi-Professionals & Tech	35			] [	
05 Supervisors	1	14.0	2	2 14.0	
06 Supervisors: Crafts & Trades	0	0.0	1	[	
07 Administrative & Sr Clerical	1	3.5		2 3.5	
08 Skilled Sales & Service	0	3.5	1	3.5	
09 Skilled Crafts & Trades	0	4.0	2	4.0	
10 Clerical Personnel	4	7.0	3	7,0	
11 Intermediate Sales & Service	0	0.0		[	
12 Semi-Skilled Manual	0	0.0		[	
13 Other Sales & Service	0	0.0		[	
14 Other Manual Workers	0	0.0			
Total	48	5.6	15	6.0	

0.0%

0.8%

0.0%

4.8%

#### Federal Contractors Program Achievement Report Part 3: Goals AGAT Laboratories Ltd

2017-12-06

									Data	for First/	Previous (	Goals							
AB	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entr	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
5	↓	Ļ	Ļ	Ļ	↓	<u> </u>	↓	Ļ	Ļ	↓	↓	Ļ	Ļ	Ļ	↓	↓	Ļ		Ļ
									Table 7: M	lembers o	f Visible	Minorities							
									First	/Previous S	hort-term (	Foals							
				All En	nployees								N	lembers of <b>V</b>	isible Minor	ities			
		1			Turnover (R	eplacement o	fTerminated	1				1	3 Yes	ur Goals			1		

Employment Equity Occupational	Number	Gro	wth (New Positio	ons)	Turnover (R	eplacement of Employees)	Terminated	Anticipated	Number		placement of	Hires	3 Year Fron	· Goals 1 - To					Projected	
	oyment Equity Occupational o (EEOG)	YYYY-MM-DD	Actual	Proje	eted	Actual	Proje	cted	Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3	YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Gioa	(2200)	2017-12-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2017-12-06	Annually	Over 3 Years	Years	2017	2020					Years
		#	%	%	Ħ	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01	Senior Managers	15	-100.0%	6 3.0%	1	0.0%	3.0%	1	2	2	3.0%	0	0	0		10.1%	0	0	13.3%	12.5%
02	Middle & Other Managers	77	-100.0%	6 5.0%	12	0.0%	4.0%	9	21	8	4.0%	1	6	3	15.0%	15.0%	-4	-3	10.4%	11.2%
03	Professionals	76	-100.0%	6 5.0%	11	0.0%	3.0%	7	18	32	3.0%	3	0	0		33.1%	7	0	42.1%	33.3%
04	Semi-Professionals & Tech	421	-100.0%	6 8.0%	101	0.0%	48.0%	606	707	206	48.0%	297	223	0		25.3%	99	-223	48.9%	-17.4%
05	Supervisors	18	-100.0%	6 5.0%	3	0.0%	7.0%	4	7	6	7.0%	1	-1	0		18.3%	3	1	33.3%	23.8%
06	Supervisors: Crafts & Trades	6	-100.0%	6 5.0%	1	0.0%	0.0%	0	1	0	0.0%	0	0	0		3.5%	0	0	0.0%	0.0%
07	Administrative & Sr Clerical	74	-100.0%	6 3.0%	7	0.0%	8.0%	18	25	24	8.0%	6	-10	0		9.4%	17	10	32.4%	22.2%
08	Skilled Sales & Service	32	-100.0%	6 3.0%	3	0.0%	6.0%	6	9	7	6.0%	1	-1	0		13.8%	3	1	21.9%	17.1%
09	Skilled Crafts & Trades	37	-100.0%	6 3.0%	3	0.0%	5.0%	6	9	4	5.0%	1	-1	0		5.5%	2	1	10.8%	7.5%
10	Clerical Personnel	105	-100.0%	6 3.0%	9	0.0%	16.0%	50	59	47	16.0%	23	-8	0		14.1%	32	8	44.8%	21.1%
11	Intermediate Sales & Service	0	0.0%	6 0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	7	-100.0%	6 5.0%	1	0.0%	1.0%	0	1	2	1.0%	0	-1	0		12.1%	1	1	28.6%	25.0%
13	Other Sales & Service	0	0.0%	6 0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	5	-100.0%	6 5.0%	1	0.0%	2.0%	0	1	1	2.0%	0	0	0		10.0%	1	0	20.0%	16.7%
Total		873	-100.0%	6 5.8%	152	0.0%	26.8%	702	854	339	26.8%	273	143	0		20.4%	161	-143	38.8%	6.4%

+ Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> - 1) x 100.

					Table 8: Members of Visible Minorities
<b>Employment Equity Occupational</b>	Mei	mbers of Visil	ole Minori	ities	
Group (EEOG)	Short-ter	rm Goals	Long-te	rm Goals	Comments
-	#	%	#	%	
01 Senior Managers	0	0.0	C	0.0	
02 Middle & Other Managers	3	15.0	3	20,0	We will make more effort internally to promote visible minorities into middle management
03 Professionals	0	0.0	C	0.0	
04 Semi-Professionals & Tech	0	0.0	C	0.0	
05 Supervisors	0	0.0	C	0.0	
06 Supervisors: Crafts & Trades	0	0.0	C	0.0	
07 Administrative & Sr Clerical	0	0.0	C	0.0	
08 Skilled Sales & Service	0	0.0	C	0,0	
09 Skilled Crafts & Trades	0	0.0	C	0.0	
10 Clerical Personnel	0	0.0	C	0.0	
11 Intermediate Sales & Service	0	0.0	C	0,0	
12 Semi-Skilled Manual	0	0.0	C	0.0	
13 Other Sales & Service	0	0.0	C	0.0	
14 Other Manual Workers	0	0.0	C	0,0	
Total	0	0.0	C	0.0	

# Federal Contractors Program Achievement Report Part 3: Goals AGAT Laboratories Ltd 2017-12-06

							Data for	Subseque	nt/Currer	nt Goals									
AB	С	D	E	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & 1 Workforce Analysis <sup>‡</sup>	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)
	Ļ	Ļ	↓	↓	¥	Ļ	Ļ	V	Ļ	¥	↓	Ļ	↓	Ļ	$\downarrow$	$\downarrow$	↓	↓	↓
									~ •	Table 9:		<u> </u>							
				411 6.	aployees				Subsequ	ent/Current	Short-tern	1 Goals		w	omen				
		1		AILEI	1					1			2.8	r Goals	omen	1	1		
	Number	Grow	th (New Posit	tions)	Turnover (Re	placement of Employees)	Terminated		Number		placement of	Hires		n - To					
<b>Employment Equity Occupational</b>	YYYY-MM-DD	Actual	Pro	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	2020-12-01	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2020-12-01	Annually	Over 3	Over 3 Years	2020	2023	Availability		Gap	Representation	Years
				Years		· ·	Years				Years						L		
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	Ħ	#	%	%
01 Senior Managers	0	-100.0%			0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%			0.0%			0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%			0.0%			0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech 05 Supervisors	0	-100.0% -100.0%			0.0%			0		0.0%	0	0	0		0.0% 0.0%	0	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
05 Supervisors 06 Supervisors: Crafts & Trades	0	-100.0%			0.0%					0.0%	0	0	0		0.0%			#DIV/0!	#DIV/0! #DIV/0!
07 Administrative & Sr Clerical	0	-100.0%			0.0%					0.0%	0	0	0		0.0%			#DIV/0!	#DIV/0! #DIV/0!
08 Skilled Sales & Service	0	-100.0%			0.0%					0.0%	0	0	0		0.0%			#DIV/0!	#DIV/0
09 Skilled Crafts & Trades	0	-100.0%			0.0%					0.0%	0	ő	0		0.0%	0	o o	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%			0.0%			o o		0.0%	0	ő	Ő		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%			0.0%		0	0		0.0%	Ő	0	0		0.0%	0	o o	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%			0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	( c	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	c	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> - 1) x 100.

			Table 10: Women
<b>Employment Equity Occupational</b>	Women		
Group (EEOG)	Snort-term Goals Long-te	rm Goals	Comments
	%	°⁄a	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

# Federal Contractors Program Achievement Report Part 3: Goals AGAT Laboratories Ltd 2017-12-06

	Data for Subsequent/Current Goals																		
AB	С	D	E	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	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)
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	$\downarrow$	1	↓	↓
										11: Abor									
					nplovees				Subsequ	ent/Current	Short-tern	a Goals		Aboriai	inal Peoples				
		1		All El	<u>, , , , , , , , , , , , , , , , , , , </u>			<u> </u>		1				Aborigi r Goals	mai reopies	1	1		
	Number	Grow	th (New Posi	tions)	Turnover (Re	placement of Employees)	I lerminated		Number		eplacement of	Hires		n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Pro	ected	Actual	Pro	jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3		- YYYY	Present Availability	Present Gap	Projected	Present Representation	Projected Representation in 3
Group (EEOG)	2020-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2020-12-01	Annually	Over 3 Years	Years	2020	2023	Avanabuny		Gap	Representation	Years
	#	%	%	#	%	%	#	Ħ	#	%	#	#	#	%	%	#	Ħ	%	%
01 Senior Managers	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%			0.0%			0	0	0.0%	0	0	0		0.0%			#DIV/0!	#DIV/0!
10 Clerical Personnel 11 Intermediate Sales & Service	0	-100.0% 0.0%			0.0% 0.0%					0.0%		0	0		0.0%			#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
12 Semi-Skilled Manual	0	-100.0%			0.0%					0.0%		0	0		0.0%			#DIV/0!	#DIV/0!
13 Other Sales & Service		-100.0%			0.0%					0.0%			0		0.0%	1 0		#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%			0.0%					0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
Total	0	-100.0%		Ì	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> - 1) x 100.

				Table 12: Aboriginal Peoples
<b>Employment Equity Occupational</b>		Aboriginal Peo	ples	
Group (EEOG)	Short-ter	m Goals 🛛 🛛 L	ong-term Goals	Comments
		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	

#### Federal Contractors Program Achievement Report Part 3: Goals AGAT Laboratories Ltd 2017-12-06

		Data for Subsequent/Current Goals																	
AB	С	D	E	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	Ļ	Ļ	Ļ	Ļ	V	Ļ	¥	Ļ	Ļ	¥	¥	Ļ	Ļ	Ļ	$\downarrow$	Ļ	Ļ	↓	↓
										: Persons									
				<b>AUE</b>	ployees				Subsequ	ent/Current	Short-tern	n Goals		Danaana	ith Disabilitie				
		1		Au Eu			<u> </u>	1		1		1	3 Vaa	r Goals		s 			
	Number	Grov	wth (New Posit	ions)	Turnover (R	placement of Employees)	Terminated		Number		eplacement of	Hires		n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Anticipated Hires Over 3	YYYY-MM-DD	. Terminated	Employees)	Required		- 7777	Present Availability	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2020-12-01	Annually	Annually	Years	Annually	Annually	Years		2020-12-01	Annually	Years		2020	2023					
	#	%	%	#	%	%	#	#	#	%	#	Ħ	#	%	%	Ħ	#	%	%
01/02 Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		C	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		C	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%			0.0%		0	1 0		0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	) (	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%			0.0%		0	0	<u>n</u> (	0.0%	0	0	0	1	0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> - 1) x 100.

				Table 14: Persons with Disabilities
Employment Equity Occupational	Persons with	Disabilities		
Group (EEOG)	Short-term Goals	Long-term	Goals	Comments
	%		%	
01/02 Managers	0.0		0.0	
03 Professionals	0.0		0.0	
04 Semi-Professionals & Tech	0.0		0,0	
05 Supervisors	0.0		0.0	
06 Supervisors: Crafts & Trades	0.0		0.0	
07 Administrative & Sr Clerical	0.0		0,0	
08 Skilled Sales & Service	0.0		0.0	
09 Skilled Crafts & Trades	0.0		0.0	
10 Clerical Personnel	0.0		0,0	
11 Intermediate Sales & Service	0.0		0.0	
12 Semi-Skilled Manual	0.0		0.0	
13 Other Sales & Service	0.0		0,0	
14 Other Manual Workers	0.0		0.0	
Total	0.0		0,0	
# Federal Contractors Program Achievement Report Part 3: Goals AGAT Laboratories Ltd 2017-12-06

									Data for	Subseque	nt/Currer	nt Goals							
AB	С	D	E	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	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)
	↓	Ļ	Ļ	Ļ	Ļ	Ļ	Ļ	Ļ	Ļ	¥	Ļ	Ļ	Ļ	¥	$\downarrow$	Ļ	Ļ	↓	
									Table 15: N				5						
									Subsequ	ent/Current	Short-tern	n Goals	<u>,</u>						
				All Er	nployees			1		1					visible Minor	ties	1	1	
	Number	Grov	vth (New Posi	tions)		eplacement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires		r Goals n - To					
<b>Employment Equity Occupational</b>	YYYY-MM-DD	Actual	D mail	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		n - 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-4141-00	Actual	110	1	Actual	110	Over 3	Years	1111-3131-199		Over 3	Over 3 Years			Availability	1 resem Oxp	Gap	Representation	Years
	2020-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2020-12-01	Annually	Over 3 Years	rears	2020	2023					
	#	%	%	#	%	⁰∕₀	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		(	0.0%		0	0	C	0.0%	0	0	0	1	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		(	0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		(	0.0%		0	0	( C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		(	0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		(	0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		(	0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		(	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%			0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%			0.0%					0.0%	0	0	0		0.0%			#DIV/0!	#DIV/0!
11 Intermediate Sales & Service 12 Semi-Skilled Manual		0.0%			0.0%					0.0%					0.0%	1 0		#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
12 Semi-Skilled Manual 13 Other Sales & Service		-100.0%			0.0%					0.0%					0.0%			#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
14 Other Manual Workers		-100.0%			0.0%					0.0%					0.0%			#DIV/0!	#DIV/0!
Total	0	-100.0%			0.0%		0			0.0%	0	0			0.0%			#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> - 1) x 100.

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

				Table 16: Members of Visible Minorities
<b>Employment Equity Occupational</b>	Members of Vis			
Group (EEOG)	Short-term Goals	Long-term (		Comments
	%		%₀	
01 Senior Managers	0.0		0.0	
02 Middle & Other Managers	0.0		0.0	
03 Professionals	0.0		0.0	
04 Semi-Professionals & Tech	0.0		0.0	
05 Supervisors	0.0		0.0	
06 Supervisors: Crafts & Trades	0.0		0.0	
07 Administrative & Sr Clerical	0.0		0.0	
08 Skilled Sales & Service	0.0		0.0	
09 Skilled Crafts & Trades	0.0		0.0	
10 Clerical Personnel	0.0		0.0	
11 Intermediate Sales & Service	0.0		0.0	
12 Semi-Skilled Manual	0.0		0.0	
13 Other Sales & Service	0.0		0.0	
14 Other Manual Workers	0.0		0.0	
Total	0.0		0.0	

									Feder	al Contr	actors	Progra	m Achie	vement	Report									
										I	Part 4: I	Results	- Wome	n										
										F	AGAT I	abora	tories L	td										
												43075												
A	В	С	D	Е	F	G	Н	I	J	K	L	М	N	0	Р	0	R	S	Т	U	V	w	X	Y
		å	Part 1:	Part 1:		Part 1:					Part 2: Flow					Part 2: Flow		^		1	Part 2: Flow		^	
Data s	ources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Data	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Data		P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
5			↓ ↓	<u> </u>	↓	<u> </u>	Ļ	<u> </u>	Ļ	↓	<u> </u>	<u>↓</u>	<u> </u>	Ļ	Ļ	<u> </u>	<u> </u>	Ļ	Ļ	, ,	<u> </u>	Ļ	Ļ	↓ ↓
<b>F</b> 7				1		orce An											Data A							
	ployment Equity upational Group	Year		1	N	orkforce/ Wor						Hires	omen			F	romotio	ns omen			Te	rminatio	omen	
	ŌG)		All Employees	Represe	ntation	Availa		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employee	s Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference
		#         #         %         %         #         #         %         #         #         %         #           nior Managers         2017         15         4         26.7         27.4         4         0         97.3														#	%	#	#	#	#	%	#	#
01	Senior Managers	Ior Managers         2020         0         0         0.0         0															0.0	0	0	0	0	0.0	0	0
02	2020         0         0         0.0         0 <td></td>																							
	Managers		0	:				0		0	0	0.0	0	(	0 (	0 0	0.0	0	0	0	0	0.0	0	0
03	02         Managers         2020         0         0.0         0.0         0         0															0	0							
04	Semi-Professionals &	ionals       2017       76       43       56.6       37.9       29       14       149.3  <																						
	Technicians	2020 2017	0	*	0.0	0.0	0	, v	0.0	0	0	0.0	0	(		0 0	0.0	0	0	0 0	0	0.0	0	0
05	Supervisors	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(	) (	0 0	0.0	0	0	0 0	0	0.0	0	0
06	Supervisors: Crafts & Trades	2017 2020	6	1	16.7	4.1	0	1	406.5	0	0	0.0	0				0.0	0	0		0	0.0	0	0
	Trades	2020	0	0	0.0	0.0	0		0.0		0	0.0	0		<u> </u>		0.0	0	0		0	0.0	0	0
Data s	ources:		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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	upational Group OG)		All Employees			Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					Ľ	Commen	ts				
		#	#	#	%	#	Goal Met	%	Goal Met %	#	Goal Met	%	Goal Met											
01	Senior Managers	2020	0	0	0.0	0	0.0	0.00	0.0	0	0.0	0.00	0.0											
	Middle & Other	2023 2020	0	0	0.0	0	0.0	0.00	0.0	0	0.0	0.00	0.0											
02	Managers	2023	0	0	0.0		0.0	0.00	0.0		0.0	0.00												
03	Professionals	2020 2023	0	0	0.0	0	0.0	0.00	0.0	0	0.0	0.00												
04	Semi-Professionals & Technicians	2020	0	0	0.0	0	0.0	0.00	0.0		0.0	0.00	0.0											
05	Supervisors	2023 2020	0	0	0.0	0	0.0		0.0	0	0.0	0.00	0.0											
	•	2023	0	0	0.0		0.0	0.00	0.0		0.0	0.00												
06	Supervisors: Crafts & Trades	2020 2023	0	0	0.0	0	0.0	0.00	0.0		0.0	0.00												
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Data s	ources:			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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(EE	OG)			All Employees	Represe	entation	Availa		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	- All Employee	s Actu		Expected	Difference	- All Employees	Act		Expected	Difference
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07	Administrative & Senior Clerical		2017 2020	74 0	57	77.0 0.0	83.4	62 0	-5	92.4 0.0	0	0 0	0.0	0	(	0 0	0 0	0.0	0	0	0	0	0.0	0	0
08	Skilled Sales &		2017	32	22	68.8	24.9	8	14	276.1															
	Service Personn Skilled Crafts &		2020 2017	0	0	0.0	0.0	0	0	0.0 219.1	0	0	0.0	0	(	0 (	0 0	0.0	0	0	0 0	0	0.0	0	0
09	Trades Workers		2020	0	0	0.0	0.0	0	0	0.0	0	0 0	0.0	0	(	0 (	0 0	0.0	0	0	0 0	0	0.0	0	0
10	Clerical Personr	ne –	2017	105	59	56.2	70.9	74	-15	79.3															
	Intermediate Sal		2020 2017	0	0	0.0	0.0	0	0	0.0	0	0 0	0.0	0	(		0 0	0.0	0	0	0	0	0.0	0	0
11	Service Personn	nel	2020	0	0	0.0	0.0	0	0	0.0	0	0 0	0.0	0	(	0 (	0 0	0.0	0	0	) 0	0	0.0	0	0
12	Semi-Skilled Ma Workers		2017 2020	7	1	14.3 0.0	19.0 0.0	1	0	75.2	0		0.0	0	(		) 0	0.0	0	0		0	0.0	0	0
			2020			0.0	0.0	0		0.0	<u> </u>	<u> </u>	0.0	L •		<u> </u>		0.0			<u>′</u>		0.0	0	•
Data s	ources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ <b>D</b> 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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	oloyment Equ upational Gro		Year	F	ow Data Wor	nen			rm Goals	i		Long-ter Won							<i>c</i>	Commen	te				
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07	Administrative a		2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Senior Clerical Skilled Sales &		2023 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Service Personn		2023	0	0	0.0		0.0	0.0	0.0			0.0												
	Skilled Crafts & Trades Workers		2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Clerical Personr	nel	2023 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Intermediate Sal		2023 2020	0	0			0.0	0.0	0.0	0	0.0	0.0												
11	Service Personn		2020	0	0	0.0		0.0	0.0	0.0		0.0	0.0	-											
- 1 2 1	Semi-Skilled Ma		2020	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0												
	Workers		2023	0	0	0.0			0.0	0.0			0.0	0.0											

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	pational Group	Year			W	orkforce <sub>Wor</sub>						Hires	omen			P	romotio v	ns /omen			le	rminati v	ons /omen	
(EEO	G)		All Employees	Represe		Availa		Gap	EE Result	All Employees	Act		Expected	Difference	- All Employees	Act		Expected	Difference	All Employees		ual	Expected	Difference
	ther Sales & Service	# 2017	# 0	# 0	% 0.0	% 0.0	#	#	<b>%</b>	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
1 1 3 1	ersonnel	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	) 0	0	0.0	0	0	0 0	0	0.0	0	0
14 0	ther Manual Workers	2017	5	0	0.0	18.4 0.0	1	-1	0.0	0	0	0.0									0	0.0		
		2020 2017	873	0 461	0.0	47.9	418	43	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0 0	0	0.0	0	0
Total		2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	) 0	0	0.0	0	0	0 0	0	0.0	0	0
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	oyment Equity	Year	F	ow Data <sub>Won</sub>				rm Goals	3		Long-ter								-					
Occu (EEO	pational Group G)		All Employees	Acti		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
	ther Sales & Service ersonnel	2020 2023	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
		2023	0	0	0.0	0	0.0	20.0	0.0	1	0.0	20.0												
14 0	ther Manual Workers	2023	0	0	0.0	_		0.0	0.0			0.0	0.0											
Total		2020 2023	0	0	0.0	1	0.0	20.0	0.0	1	0.0	20.0												
		2023	0	0	0.0			0.0	0.0		1	0.0	0.0											

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		# 2017	#	# 1	%	% 2.9	#	#	% 229.9	#	#	%	#	#	#	#	%	#	#	#	#	%	#	Ħ
01	Senior Managers	2017	0	0	6.7	0.0	0	$\frac{1}{0}$ 0	0.0	0	0	0.0	0	(	0 0	0 0	0.0	0	0	0	0	0.0	0	0
02	Middle & Other Managers	2017 2020	77	5	6.5 0.0	2.2 0.0	2	3	295.2 0.0			0.0			0	) 0	0.0		0		0	0.0	0	
03	Professionals	2017	76	0	0.0	0.9	1	-1	0.0										0	0			0	
	Semi-Professionals &	2020 2017	0 421	0	0.0	0.0	0	0 0	0.0	0	0	0.0	0	(	0 0	0 0	0.0	0	0	0	0	0.0	0	0
04	Technicians	2020	0	0	0.0	0.0			0.0	0	0	0.0	0	(	0 0	0 0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	2017 2020	18	1	5.6		1	0					0		0 0		0.0	0	0		0	0.0	0	0
06	Supervisors: Crafts &	2017	6	0	0.0		0		0.0	0	0	0.0	0				0.0	0	0	0	0	0.0	0	0
00	Trades	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(	0 0	0 0	0.0	0	0	0	0	0.0	0	0
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	ployment Equity	Year	F	ow Data				rm Goal	\$		Long-ter													
	upational Group OG)	. cur	All Employees	Aborigina		_	Aborigin Percent of	al Peoples	Percent of		Aborigina Percent of	1	Percent of					C	Commen	ts				
	00)			Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
01	6 · M	# 2020	# 0	# 0	% 0.0	# 0	% 0.0	% 0.0	% 0.0	# 0	% 0.0	<b>%</b> 0.0	% 0.0											
01	Senior Managers	2023	0	0	0.0			0.0	0.0			0.0	0.0											
02	Middle & Other Managers	2020 2023	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Professionals	2023	0	0	0.0	0	0.0	2.0	0.0	1	0.0	2.0												
0.5		2023 2020	0	0	0.0	18	0.0	0.0	0.0	0	0,0	0.0												
04	Semi-Professionals & Technicians	2023	0	0	0.0	18	0.0	2.5 0.0	0.0		0.0	0.0	0.0											
05	Supervisors	2020 2023	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	-											
06	Supervisors: Crafts & Trades	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	114005	2023	0	0	0.0			0.0	0.0		1	0.0	0.0											

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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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	ional Group	Year			N	orkforce/					1	Hires	inal Peoples				romotio	ns inal Peoples			Te	rminatio	nal Peoples	
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		Ħ	#	#	%	%	#	#	%	Ħ	#	%	#	#	#	#	%	#	Ħ	#	#	%	#	#
	nistrative & r Clerical	2017 2020	74	0	0.0	3.3	2	-2	0.0	0	0	0.0	0		0 0	) 0	0.0	0	0		0	0.0	0	0
	d Sales &	2017	32	0	0.0	1.8	1	-1	0.0			0.0			0 0		0.0			, ,		0.0		
Servi	ce Personnel	2020	0	0	0.0	0.0	0	0	0.0	0	0 0	0.0	0	1	0 (	) 0	0.0	0	C	) 0	0	0.0	0	0
	d Crafts & es Workers	2017 2020					2	-1		0		0.0					0.0	0	0		0	0.0	0	0
	cal Personnel	2017	105	37       1       2.7       6.3       2       -1       42.9 <th< td=""><td></td><td>Ŭ</td></th<>																Ŭ				
		2020	0	0	0.0	0.0	0	0	0.0	0	0 0	0.0	0		0 0	) 0	0.0	0	C	) 0	0	0.0	0	0
	nediate Sales & ce Personnel	2017 2020	0	0	0.0 0.0	0.0	0		0.0	0	0	0.0	0		0 0	) 0	0.0	0	0	) 0	0	0.0	0	0
	Skilled Manual	2017	7	0	0.0	2.3	0	0	0.0															
Work	ers	2020	0	0	0.0	0.0	0	0	0.0	0	0 0	0.0	0		0 0	0	0.0	0	0	) 0	0	0.0	0	0
Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ <b>D</b> 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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				Entran	its		<u>CL 44</u>	0.1		oals	I	0.1												
	nent Equity ional Group	Year	FI	ow Data Aborigina	l Peoples			rm Goal: al Peoples	<u> </u>		Long-ter Aborigina							0	Commen	its				
(EEOG)			All Employees	Actı	ıal	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						20 mmen	110				
		Ħ	#	Ħ	%	Ħ	Goal Met %	%	Goal Met %	Ħ	Goal Met %	%	Goal Met %											
1071	nistrative &	2020	0	0	0.0	1	0.0	3.5		2	0.0	~												
Senio	r Clerical d Sales &	2023 2020	0	0	0.0	0	0.0	0.0	0.0	1	0,0	0.0												
	ce Personnel	2020	0	0	0.0		0.0	0.0		1	0.0	0.0												
	d Crafts &	2020	0	0	0.0	1	0.0	6.5	0.0	1	0.0	7.0	0.0											
	es Workers	2023 2020	0	0	0.0	3	0.0	0.0		, ,	0.0	0.0												
10 Cleric	cal Personnel	2020	0	0	0.0		0.0	0.0	0.0			0.0												
	nediate Sales &	2020	0	0	0.0	0	0.0	0.0		0	0.0			-										
Semi	ce Personnel Skilled Manual	2023 2020	0	0	0.0	0	0.0	0.0		0	0.0	0.0												
12 Work		2020	0	0	0.0		0.0	0.0				0.0		-										

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A	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U	V	W	X	Y
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	oloyment Equity upational Group	Year			W	orkforce					1	Hires				Р	romotio				Ter	minatio		
	OG)		All Employees	Represe	ntation		al Peoples ability	Gap	EE Result	All Employees	Aci	Aborig tual	inal Peoples Expected	Difference	All Employees	Act		nal Peoples Expected	Difference	All Employees	Actu		al Peoples Expected	Difference
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13	Other Sales & Service	2017	0	0	0.0	0.0	0	0	0.0															
15	Personnel	2020	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	) 0	0	0.0	0	0	0	0	0.0	0	0
14	Other Manual Workers	2017	5	0	0.0	11.0		-1	0.0															
		2020	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0 0	0	0.0	0	0	0	0	0.0	0	0
Total	l	2017 2020	873 0	9	1.0 0.0	2.8		-15 0	36.8 0.0	0	0	0.0	0	0	0 0	0	0.0	0	0	0	0	0.0	0	0
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Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ <b>D</b> 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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	upational Group	Year		Aborigina	l Peoples		Aborigin	ul Peoples			Aborigina	l Peoples						C	ommen	ts				
(EE	0G)		All Employees	Acti	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
1 1 5 1	Other Sales & Service	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Personnel	2023	0	0	0.0			0.0	0.0			0.0												
14	Other Manual Workers	2020 2023	0	0	0.0	0	0.0	12.0 0.0	0.0	1	0.0	12.0												
		2023	0	0	0.0	34	0.0	4.0	0.0	8	0.0	4.0												
Tota	l	2023	0	0	0.0			0.0	0.0			0.0												

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			Part 1:	Part 1:		Part 1:					Part 2: Flow					Part 2: Flow					Part 2: Flow			
Data s	ources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	Е - Н	E ÷ H x 100	Part 2: Flow Data Analysis	Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Data	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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01 &	Managers         2017         92         0         0.0         4.3         4         -4         0.0																							
02	Managers         2020         0         0         0.0         <														) (	0 0	0.0	0	0	0	0	0.0	0	0
03	Professionals	sionals 2017 76 1 1.3 3.8 3 -2 34.6																						
	Semi-Professionals &	ssionals         2020         0         0.0         0.0         0         0.0 </th <th>0.0</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>0.0</th> <th>0</th> <th>0</th>															0.0	0	0	0	0	0.0	0	0
04	Technicians	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(	) (	0 0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	2017	18	0	0.0	13.9	3	-3	0.0									0	0			0.0		
_	Supervisors: Crafts &	2020 2017	6	0	0.0	0.0 7.8	0	0	0.0	0	0	0.0	0	(		0 0	0.0	0	0	0	0	0.0	0	0
06	Trades	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(	) (	0 0	0.0	0	0	0	0	0.0	0	0
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data	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	9										
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	OG)		All Employees	Act		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						omment					
		#	#	#	%	#	Goal Met %		Goal Met %	4 4	Goal Met	9%	Goal Met											
01		₩ 2020		# 0	0.0	# 2	<b>70</b> 0.0	7.0	/• 0.0		0.0	10.0	7 <b>0</b> 0.0											
& 02	Managers	2023	0	0	0.0	_		0.0	0.0			0.0	0.0											
	Professionals	2020	0	0	0.0	1	0.0	4.0	0.0	1	0.0	4.0	0.0											
	Semi-Professionals &	2023 2020	0	0	0.0	35	0.0	0.0	0.0	0	0.0	0.0	0.0											
04	Technicians	2023	0	0	0.0			0.0	0.0			0.0												
05	Supervisors	2020 2023	0	0	0.0	1	0.0	14.0 0.0	0.0	2	0.0	14.0 0.0	0.0											
06	Supervisors: Crafts &	2020	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0											
	Trades	2023	0	0	0.0			0.0	0.0			0.0	0.0											

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	ployment upational		Year				orkforce						Hires	ith Disabilities			F	Persons w	ns ith Disabilitie			Tei	minatio	ns th Disabilities	
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07	Administra Senior Cle		2017 2020	74	0	0.0	3.4		-3	0.0	0	0	0.0	0				0.0	0			0	0.0	0	0
08	Skilled Sal		2020	32	0	0.0	3.5		-1	0.0	0		0.0	0			, 0	0.0	0		, 0	0	0.0	0	0
08	Service Pe		2020	0	0	0.0	0.0		0	0.0	0	0	0.0	0	(	0 (	0 0	0.0	0	C	) 0	0	0.0	0	0
09	Skilled Cra Trades Wo		2017 2020	37	0	0.0	3.8		-1	0.0	0		0.0	0		0 (		0.0	0			0	0.0	0	0
			2020	105	2	1.9	7.0		-5	27.2	0		0.0	0				0.0	0		, 0		0.0	0	0
10	Clerical Pe	ersonnel	2020	0	0	0.0	0.0		0	0.0	0	0	0.0	0	(	0 (	0 0	0.0	0	C	) 0	0	0.0	0	0
11	Intermedia Service Pe	ate Sales &	2017	0	0	0.0	0.0		0	0.0	0												0.0		0
-		led Manual	2020 2017	0	0	0.0	0.0 4.8		0	0.0	0	0	0.0	0	(		0 0	0.0	0	0	0	0	0.0	0	0
12	Workers		2020	0	0	0.0	0.0	-	0	0.0	0	0	0.0	0	(	0 (	0 0	0.0	0	C	) 0	0	0.0	0	0
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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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					Entran	its					oals														
	ployment		Year	F	ow Data Persons	s with		Short-ter				Long-ter													
	upational OG)	d Group		All Employees	Disabi			Persons with	1 Disabilities			Persons with	Disabilities						(	Commen	its				
(1)1	00)				Acti	oal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
			#	#	#	%	#	%	%	%	#	%	%	%											
07	Administra Senior Cle		2020 2023	0	0	0.0	1	0.0	3.5	0.0	2	0.0	3.5												
08	Skilled Sal		2023	0	0	0.0	0	0.0	3.5		1	0.0	3.5												
08	Service Pe		2023	0	0				0.0	0.0			0.0												
09	Skilled Cra Trades Wo		2020 2023	0	0	0.0	0	0.0	4.0	0.0	2	0.0	4.0												
10			2023 2020 2023	0	0	0.0	4	0.0	7.0 0.0	0.0	3	0.0	7.0 0.0	0.0											
11	Intermedia Service Pe	ate Sales & ersonnel	2020 2023	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
12	Semi-Skill Workers	led Manual	2020 2023	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												

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Data s	ources:		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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	OG)		All Employees	Represe		Avail		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Ac		Expected	Difference	All Employees	Act		Expected	Difference
		Ħ	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
13	Other Sales & Service	2017	0	0	0.0	0.0		0	0.0															
	Personnel	2020 2017	5	0	0.0	0.0	-	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0 0	0	0.0	0	
14	Other Manual Workers	2020	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Tota	1	2017	873	7	0.8			-35	16.7															
	-	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0 0	0	0.0	0	0	0 0	0	0.0	0	0
Data	iources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ <b>D</b> 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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(EE	OG)			Acti	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		Ħ	#	#	%	#	%	%	%	#	%	%	%											
13	Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
		2023 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
14	Other Manual Workers	2023	0	0	0.0			0.0	0.0			0.0	0.0											
Tota	1	2020	0	0	0.0	48	0.0	5.6	0.0	15	0.0	6.0												
		2023	0	0	0.0			0.0	0.0		1	0.0	0.0											

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								Par	t 7: Resu	ults - Me	embers	of Visil	ole Mino	rities									
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AB	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce	Part 1: Workforce	E ÷ D x 100	Part 1: Workforce	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data		P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data	V ÷ U x 100	U x F ÷ 100	V - X
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Employment Equity	Year				orkforce						Hires			1		romotio			1	Te	rminatio	ons	
Occupational Group	rear				Visible M							Minorities					Minorities					Minorities	
(EEOG)		All Employees	Represe	ntation	Avail	ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	- All Employees	Ac	tual	Expected	Difference	All Employees	Act	ual	Expected	Difference
	#	#	#	%	%	#	#	%	Ħ	#	%	#	#	#	#	%	#	Ħ	#	#	%	#	#
01 Senior Managers	2017 2020	15	2	13.3	10.1	2		132.0	0		0.0				0	0.0		0		0	0.0	0	0
Middle & Other	2020	77	8	10.4	15.0	12	-4	69.3		, <u> </u>	0.0		, (			0.0			, 0	0	0.0		0
02 Managers	2020	0	0	0.0	0.0	0	0	0.0	0	0 0	0.0	0	) (	0 0	0	0.0	0	0	) 0	0	0.0	0	0
03 Professionals	2017	76	32	42.1	33.1	25	7	127.2															
	2020	0	0	0.0	0.0	0	, v	0.0	0	0 0	0.0	0	0 0	) 0	0	0.0	0	0	) 0	0	0.0	0	0
04 Semi-Professionals & Technicians	2017 2020	421	206	48.9	25.3	107	99	193.4 0.0			0.0				0	0.0				0	0.0		0
	2020	18	6	33.3	18.3		3	182.1	0		0.0			0		0.0		0	) 0	0	0.0	0	0
05 Supervisors	2020	0	0	0.0	0.0	0	0	0.0	0	0 0	0.0	0	) (	0	0	0.0	0	0	) 0	0	0.0	0	0
06 Supervisors: Crafts &	2017	6	0	0.0	3.5	0	0	0.0															
Trades	2020	0	0	0.0	0.0	0	0	0.0	0	0 0	0.0	(	0 0	0 0	0	0.0	0	0	) 0	0	0.0	0	0
Data sources:		Data Analysis	Analysis	E ÷ <b>D</b> x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals		Goals	F ÷ M x 100											
	1	<b>↓</b>	↓	<u> </u>	,↓	↓			↓	↓		↓	1										
			Entrar	its					oals				4										
Employment Equity	Year	F	ow Data Visible M	• •/•			rm Goals	s		Long-ter Visible M			-					-					
Occupational Group (EEOG)		All Employees				Percent of	1	Percent of		Percent of	1	Percent of	-				(	Commen	its				
(EEOO)			Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	4										
	#	#	#	%	#	%	%	%	#	%	%	%											
01 Senior Managers	2020 2023	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0		-										
Middle & Other	2023	0	0	0.0	3	0.0	4		3	3 0.0	4												
02 Middle & Other Managers	2023	0	0	0.0			0.0				0.0		-										
03 Professionals	2020	0	0	0.0	0	0.0	0.0		0	0.0		-	-										
	2023	0	0	0.0		0.0	0.0				0.0												
04 Semi-Professionals & Technicians	2020 2023		0	0.0		0.0	0.0		0	0.0	0.0		-										
	2023	0	0	0.0	0	0.0	2		0	0.0	2		-										
05 Supervisors	2023	0	0	0.0			0.0		-		0.0		-										
06 Supervisors: Crafts &	2020	0	0	0.0	0	0.0	0.0		0	0.0	0		-										
Trades	2023	0	0	0.0			0.0	0.0			0.0	0.0											

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									Par	t 7: Resu	ilts - Mo	embers	of Visil	ole Mino	rities									
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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	Е-Н	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		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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(EEOG)	Group		All Employees	Represe	ntation	Avail		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac		Expected	Difference	All Employees	Act		Expected	Difference
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07 Administrati		2017	74	24	32.4	9.4		17	345.0															
Senior Cleric		2020	0	0	0.0	0.0		0	0.0	0	0	0.0	0	C	0 0	0	0.0	0	0	0	0	0.0	0	0
08 Skilled Sales Service Pers		2017 2020	32		21.9	13.8	4	3	158.5 0.0	0	0	0.0			0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Craft		2017	37	4	10.8	5.5	2	2	196.6			0.0				, , , , , , , , , , , , , , , , , , ,	0.0	, , , , , , , , , , , , , , , , , , ,		, , , , , , , , , , , , , , , , , , ,		0.0		
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10 Clerical Pers	rsonnel	2017	105	47	44.8	14.1	15	32														0.0		
11 Intermediate	e Sales &	2020 2017	0	0	0.0	0.0	i	0	0.0	0	0	0.0			0	0	0.0	0	0	0	0	0.0	0	0
<sup>11</sup> Service Pers		2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	0 0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled	ed Manual	2017	7	2		12.1	1	1	236.1															
Workers		2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	0 0	0	0.0	0	0	0	0	0.0	0	0
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07 Senior Cleric		2023	0	0	0.0			0.0	0.0			0.0												
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09 Skilled Craft Trades Worl		2020 2023	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0												
		2020	0	0	0.0	0	0.0	0.0		0	0.0	0.0												
10 Clerical Pers		2023	0	0	0.0			0.0	0.0			0.0												
11 Intermediate Service Pers		2020	0	0	0.0	0	0.0			0	0.0	0.0		-										
Semi-Skilled		2023 2020	0	0	0.0	0	0.0	0.0		0	0.0	0.0												
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Employment Equity	Year			W	/orkforce					,	Hires				Р	romotio				Те	rminatio		
Occupational Group (EEOG)		All Employees	-			dinorities			All Employees			Minorities		All Employees			Minorities	1	All Employees			Minorities	
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12 Other Sales & Service	2017			0.0	0.0		0	0.0			70					/0	-				70		
13 Personnel	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	) (	0 0	0	0.0	0	1
14 Other Manual Workers	2017	5	1	20.0	10.0	:	1	200.0															I
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Employment Equity	Year	FI	ow Data			Short-te	rm Goals	1		Long-ter	m Goals												
Occupational Group	rear	All Employees	Visible M	linorities		1	dinorities			Visible M	inorities							Commen	its				
EEOG)		All Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	%	%	%	#	%	%	%											
13 Other Sales & Service	2020	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
Personnel	2023 2020	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
14 Other Manual Workers	2020	0	0	0.0		0.0	0.0	0.0			0.0												
	2020	0	0	0.0		0.0	0.0			0.0	0.0												

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Fed	eral Contractors Program Achievement Report	
	Part 8: Reasonable Efforts	
	AGAT Laboratories Ltd	
	43075	

# 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.
- $\Box$  Other (please describe):

Implementing the rest of these measures will be my priority over the coming two years.

# **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.

Any reorganization or other corporate structural changes.

Acquisitions, mergers or transfers of employees.

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

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

Other.



# **Additional Details**

Please provide any additional information (optional):



# SELF-IDENTIFICATION QUESTIONNAIRE (Confidential when completed)

Information from this questionnaire will allow AGAT Laboratories to track training opportunities, promotions and employee retention in order to identify and remove barriers to employment and advancement. With your consent (see Section E below), it may also be used by the employment equity contact for human resource management purposes. This includes referral for training and developmental assignments and special programs.

You have the right to review and correct information relating to you at any time and you can be assured that the information will not be used for unauthorized purposes. Completion of this form is voluntary.

Please note that a person may belong to more than one designated group. Thank you for your collaboration.

٨	Family Name		Given Name				
А.	Male	Female		Employee #			

**B. Persons with disabilities** are those that have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be disadvantaged in employment by reason of that impairment, or believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

	Based on this definition, are you a person with a disability? Yes No									
C.	<b>An Aboriginal person</b> is a North American Indian, Métis, or Inuit and/or a Treaty Indian or a Registered Indian and/or member of an Indian Band/First Nation.									
	Based on this definition, are you an Aboriginal person? Yes 🗌 No 🗌									
D.	<b>Members of visible minorities</b> are persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, regardless of birthplace.									
	Based on this definition, are you a member of a visible minority group? Yes No									
Е.	Do you agree that this information may be used for human resources management? Yes No									

# **Survey Results**

AGAT has previously had the requirement to collect workforce data. Therefore, we have been collecting this data continuously since May 2010 as part of new hire documentation.

In order to allow our employees the opportunity to update their information we sent out the survey to all employees on July 5, 2017. We currently have 886 permanent active employees. Of which we have 881 completed and 5 with no form on file. We have a record of 8 incomplete forms, but estimate a total of 55 are incomplete based on the return rates of our last push for forms.

Number of Surveys Sent	886
Number Returned	881
Number Fully Completed	826
Total Number Missing Forms	5

# **Workforce Analysis**

#### Overview

The three filter test shows a number of significant gaps. There are five gaps using filters 1 and 2:

EEOG	Group
2 – Middle Managers	Visible Minorities
4 – Semi-Professionals	Persons with Disabilities
4 – Semi-Professionals	Aboriginal Peoples
10 – Clerical Personnel	Persons with Disabilities
10 – Clerical Personnel	Aboriginal Peoples

Using Filter 3, we find that Persons with Disabilities and Aboriginal Peoples have many EEOGs with small gaps. Visible Minorities and Women tend to be over-represented, and each has one gap to note.

#### Women

AGAT Laboratories has more women than men overall on staff. There are still some gaps when we drill down to the NOC level.

The largest gap is in EEOG 10, Clerical Personnel. However, overall we have 56.2% women in that category and therefore meet the 50% requirement at the national level. The only EEOGs where there is an employment gap and we do not 50% or more women represented is 14: Other Manual Workers. There are 5 workers in this EEOG at this time.

Where it makes sense to actively hire women:

- NOC 2281: Computer network technicians. We have 4 total, could have at least one woman
- Supervisors in Mississauga. We have three men and one woman in the role, one more of those could be women
- Other Manual Workers in Alta less CMA. We have four men in the role, one could be a woman

#### **Aboriginal Peoples**

AGAT Laboratories needs to focus on bringing in more aboriginal peoples across the board. The biggest gap is in Semi-Professionals and Technicians, NOC 2211, centered in Alberta due to high availability. We need to focus on hiring more Aboriginal Peoples.

#### **Members of Visible Minorities**

Overall, AGAT has a 194% utilization rate of visible minorities. However, under analysis it is apparent that while we hire many minorities, they are concentrated in operational positions and not in middle and upper management. Our focus at this time should be the development of employees who are excited to move into leadership roles as they are already highly represented in our company. AGAT is able to retain Visible Minority employees at a higher rate than expected.

#### **Persons with Disabilities**

With 7 self-identified employees with disabilities, AGAT is underrepresented in this category. The gap is through every EEOG s. This is an area that we have to strive to do better.

#### Federal Contractors Program Report of the First Compliance Assessment

#### Employer Name: AGAT Laboratories Ltd.

#### **Primary Location: Alberta**

- Alberta : 511
- Ontario: 126
- Québec: 117
- British Columbia: 47
- Saskatchewan, NF, Yukon : 19

#### Number of Employees: 909

#### **Organization Overview:**

AGAT Laboratories is a highly specialized company that provides analytical services throughout Canada. They provide analytical services for the Environmental, Energy, Mining, Transportation, and Health and Safety industries (Air Quality Monitoring, Food Testing, oil sands Analysis,...).

#### Key Dates – First Year Assessment

Initiated:	2018/02/19
Received:	2018/02/19
WFA:	2017/12/06

#### **COLLECTION OF WORKFORCE INFORMATION**

	#
Number of Surveys Handed Out:	886
Number of Surveys Returned:	881
Number of Completed Surveys Returned:	826

	000	100
	881	99
d:	826	93

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%

100

- $\boxtimes$  The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may selfidentify as being a member of more than one group.
- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- $\boxtimes$  The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.



Observations:

The survey was handed on July 5, 2017 to 886 employees at that time. The workforce analysis was performed on December 06, 2017 with 873 due to turnover. WEIMS is showing that the organisation has now 909 employees. The organisation seems to have a high turnover of employees

#### **WORKFORCE ANALYSIS & GOAL SETTING**

- $\boxtimes$  The workforce analysis was done using WEIMS.
- The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- The organization appears to have properly coded its positions using the 2011 National Occupational Classification (NOC).
- The organization has set a goal for every designated group in every occupational group where a gap was identified.

The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth

or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.

The goals set are sufficient to ensure reasonable progress by being above, or at

 $\boxtimes$  minimum, equal to availability.

Observations:

## SUMMARY OF GOALS

#### Women

	Workforce Analysis Results	G	oals				
Er	nployment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA	
	(EEOG)	Gap	(1 to 3 years)	(3 years or more)			
#	Description	#	%	%	%	%	
7	Administrative & Senior Clerical Personnel	-5	-	-	77	83.4	
10	Clerical Personnel	-15	-	-	56.2	70.6	
14	Other Manual Workers	-1	20	20	0	18.4	

Observations:

• Goals are not required for EEOG 7 and 10 given that the current representation is over 50%.



# Aboriginal Peoples

	Workforce Analysis Results	G	oals			
Er	nployment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3 years)	(3 years or more)		
#	Description	#	%	%	%	%
3	Professionals	-1	2.0	2.0	0	0.9
4	Semi-Professionals & Technicians	-9	2.5	2.5	0.2	2.3
7	Administrative & Senior Clerical Personnel	-2	3.5	5	0	3.3
8	Skilled Sales & Service Personnel	-1	2.0	2.0	0	1.8
9	Skilled Crafts & Trades Workers	-1	6.5	7	2.7	6.3
10	Clerical Personnel	-4	4.5	5	0	4.2
14	Other Manual Workers	-1	12	12	0	11

Observations:

# Members of Visible Minorities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term	Long- term	Representation	LMA
			(1 to 3 years)	(3 years or more)		
#	Description	#	# or %	# or %	%	%
2	Middle & Other Managers	-4	15	20	10.4	15.0

#### Observations:



Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term	Long- term	Representation	LMA
			(1 to 3 years)	(3 years or more)		
#	Description	#	%	%	%	%
1/2	Managers	-4	7	10	0	4.3
3	Professionals	-2	4	4	1.3	3.8
4	Semi-Professionals & Technicians	-15	5	-	1	4.6
5	Supervisors	-3	14	3.5	0	13.9
7	Administrative & Senior Clerical Personnel	-3	3.5	3.5	0	3.4
8	Skilled Sales & Service Personnel	-1	3.5	3.5	0	3.5
9	Skilled Crafts & Trades Workers	-1	4.0	4.0	0	3.8
10	Clerical Personnel	-5	7	7.0	1.9	7.0

#### Person with Disabilities

Observations:

• A long-term goal is not required in EEOG 04 for persons with disabilities given that the gap will be closed in the short-term.

#### RECOMMENDATION

I recommend that the employer be found:  $\boxtimes$  in compliance  $\square$  in non-compliance

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

 Given that AGAT Laboratories Ltd has a number gaps for persons with disabilities and Aboriginal peoples overall, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of these two groups. Guidance on the conduct of an employment systems review is available on the Labour Program website (Step 2-2 of the modules). If not done already, it may be beneficial to develop relationships with colleges and universities to identify qualified students that are part of these two designated group as potential employees through the use of internships or permanent employment where vacancies arise.

## Name of Analyst: Maurice Yakibonge

Date: 2018/04/27



From: Yakibonge, Maurice [NC] On Behalf Of EE-EME
Sent: May 28, 2018 12:43 PM
To: 'kostanuick@agatlabs.com' <kostanuick@agatlabs.com>
Cc: Christie Paul <paul@agatlabs.com>
Subject: Government of Canada Agreement Number: 090121 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Allan Kostanuick:

I am writing to inform you that the compliance assessment initiated on March 31, 2018 has been completed. As a result of the assessment, AGAT Laboratories Ltd. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

The purpose of this initial assessment was to verify that your organization has taken steps to achieve employment equity by surveying its workforce, conducting a workforce analysis and setting hiring and promotion goals where gaps in the representation of the designated groups were identified.

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of AGAT Laboratories Ltd.'s employment equity program.

 Given that AGAT Laboratories Ltd. has a number of gaps for persons with disabilities and Aboriginal peoples overall, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of these two designated groups. Guidance on how to conduct an employment systems review is available on the Labour Program website (Step 2-2 of the training modules under the <u>WEIMS help page</u>). It may be beneficial for AGAT Laboratories Ltd. to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these two designated groups. Fostering relationships with these organizations could allow Agat Laboratories Ltd. to address and close gaps through internships or permanent employment when vacancies arise.

#### **Next Steps**

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When AGAT Laboratories Ltd. is notified of a subsequent assessment, the following information will be required:

- 1. Workforce data (Form1 to 6) at the national level.
- 2. A current workforce analysis; and
- 3. A completed Achievement Report that includes revised short-term and long-term numerical goals for any remaining 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 reasonable progress has not been made, AGAT Laboratories

Ltd. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the <u>Workplace Equity Information Management System</u> (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement Report, as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Maurice Yakibonge at <u>maurice.yakibonge@labour-travail.gc.ca</u>.

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

Sincerely,

Workplace Equity Team

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



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!