



s.19(1)

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Labour Program Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization AGAT Laboratories Limited.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Same as above	Business Number [Redacted]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 5413	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 904 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 2905 12th Street N.E.	City Calgary	Province AB	Postal Code T2E 7J2
	Telephone Number 403-736-2000		

EMPLOYMENT EQUITY CONTACT			
Name (print) Christie Paul	Title Director of Human Resources and Safety		
Telephone Number 403-736-2018	E-mail Address paul@agatlabs.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Allan Kostanuick	Title Chief Executive Officer		
Telephone Number 403-736-2053	E-mail Address kostanuick@agatlabs.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [Redacted]	Date (YYYY-MM-DD) 2016-08-08		

The information you provide on this form is collected under the authority of section 42 of the *Employment Equity Act* to determine your eligibility for the Federal Contractors Program (FCP).

Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: <http://www.infosource.gc.ca>. *Info Source* may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS	
IMPORTANT	
<ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca. 	



Workplace Equity Information Management System - AGAT Laboratories Ltd.

Workforce Analysis - Detailed Report

Date: 2017-12-06

Women

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



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Workforce Analysis - Detailed Report

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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
06 : Supervisors: Crafts and Trades		6	1	16.7 %	4.1 %	0	1	
8222 : Contractors and supervisors, oil and gas drilling and services	Alberta	4	1	25.0 %	4.4 %	0	1	Alberta
8222 : Contractors and supervisors, oil and gas drilling and services	British Columbia	1	0	0.0 %	4.7 %	0	0	British Columbia
8222 : Contractors and supervisors, oil and gas drilling and services	Saskatchewan	1	0	0.0 %	2.4 %	0	0	Saskatchewan
07 : 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	-1	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
08 : Skilled Sales and Service Personnel		32	22	68.8 %	24.9 %	8	14	
6221 : Technical sales specialists - wholesale trade	Alberta	14	11	78.6 %	20.5 %	3	8	Alberta



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Availability		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



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Workforce Analysis - Detailed Report

Date: 2017-12-06

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	St. John's	1	0	0.0 %	72.6 %	1	-1	St. John's
Employment Equity Occupational Group	Y.T.	1	1	100.0 %	78.3 %	1	0	Y.T.
12 : Semi-Skilled Manual Workers		7	1	14.3 %	19.0 %	1	0	
Employment Equity Occupational Group	London	1	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

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
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
4163 : 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
5223 : Graphic arts technicians	Alberta	3	0	0.0 %	0.0 %	0	0	Alberta



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Workforce Analysis - Detailed Report

Date: 2017-12-06

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	%				
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
06 : Supervisors: Crafts and Trades		6	0	0.0 %	7.0 %	0	0	
8222 : Contractors and supervisors, oil and gas drilling and services	Alberta	4	0	0.0 %	5.2 %	0	0	Alberta
8222 : Contractors and supervisors, oil and gas drilling and services	British Columbia	1	0	0.0 %	12.4 %	0	0	British Columbia
8222 : Contractors and supervisors, oil and gas drilling and services	Saskatchewan	1	0	0.0 %	8.6 %	0	0	Saskatchewan
07 : Administrative and Senior Clerical Personnel		74	0	0.0 %	3.3 %	2	-2	
Employment Equity Occupational Group	Alta. less CMAs	3	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
08 : Skilled Sales and Service Personnel		32	0	0.0 %	1.8 %	1	-1	
6221 : Technical sales specialists - wholesale trade	Alberta	14	0	0.0 %	2.0 %	0	0	Alberta

Workplace Equity Information Management System - AGAT Laboratories Ltd.

Workforce Analysis - Detailed Report

Date: 2017-12-06

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
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	1	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



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
Employment Equity Occupational Group	St. John's	1	0	0.0 %	1.4 %	0	0	St. John's
Employment Equity Occupational Group	Y.T.	1	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	1	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



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	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 Labrador
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



Workplace Equity Information Management System - AGAT Laboratories Ltd.

Workforce Analysis - Detailed Report

Date: 2017-12-06

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability %	Gap #	Recruitment Area
			Representation #	Representation %			
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	1 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



Workplace Equity Information Management System - AGAT Laboratories Ltd.

Workforce Analysis - Detailed Report

Date: 2017-12-06

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
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	1	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



Workplace Equity Information Management System - AGAT Laboratories Ltd.

Workforce Analysis - Detailed Report

Date: 2017-12-06

Members of Visible Minorities

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



Workplace Equity Information Management System - AGAT Laboratories Ltd.

Workforce Analysis - Detailed Report

Date: 2017-12-06

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Recruitment Area
			Representation #	Availability %	Gap #	
01/02 : Managers	National	92	0	0.0 %	4	National
03 : Professionals	National	76	1	1.3 %	3	National
04 : Semi-Professionals and Technicians	National	421	4	1.0 %	19	National
05 : Supervisors	National	18	0	0.0 %	3	National
06 : Supervisors: Crafts and Trades	National	6	0	0.0 %	0	National
07 : Administrative and Senior Clerical Personnel	National	74	0	0.0 %	3	National
08 : Skilled Sales and Service Personnel	National	32	0	0.0 %	1	National
09 : Skilled Crafts and Trades Workers	National	37	0	0.0 %	1	National
10 : Clerical Personnel	National	105	2	1.9 %	7	National
12 : Semi-Skilled Manual Workers	National	7	0	0.0 %	0	National
14 : Other Manual Workers	National	5	0	0.0 %	0	National
Total		873	7	0.8 %	41	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 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



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



Workplace Equity Information Management System - AGAT Laboratories Ltd.

Workforce Analysis - Summary Report

Date: 2017-12-06

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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.



Workplace Equity Information Management System - AGAT Laboratories Ltd.

Workforce Analysis - Summary Report

Date: 2017-12-06

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - AGAT Laboratories Ltd.

Workforce Analysis - Summary Report

Date: 2017-12-06

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #
		#	%	%	#	
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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - AGAT Laboratories Ltd.

Workforce Analysis - Summary Report

Date: 2017-12-06

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation #	%	Availability %	#	
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	0	0.0 %	5.3 %	0	0
Total	873	7	0.8 %	4.8 %	41	-34

Total may not equal sum of components due to rounding.

Dec 6, 2017

	Disabilities		Vis. Min.		Aboriginals		Women	
	Gap	Utilization	Gap	Utilization	Gap	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	-15	21%	99	193%	-9	10%	32	116%
5 Supervisors	-3	0%	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	-5	29%	32	313%	-4	0%	-15	80%
12 Semi-Skilled Manual Workers	0		1	200%	0		0	100%
14 Other Manual Workers	0		0	100%	-1	0%	-1	0%
Total		18%	158	194%		38%	42	110%

Over
 Underrepresented
 Under
 Overrepresented
 Good

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

Data from First/Previous Workforce Analysis
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Data from Subsequent/Current Workforce Analysis
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↓ ↓ ↓

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	12	06

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	12	01

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
01	Senior Managers	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

Table 7: Members of Visible Minorities		
Subsequent/Current Workforce Analysis		
All Employees	Members of Visible 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

* Source:
0

* Source:
0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

AGAT Laboratories Ltd

43075

Start Date of Flow Data		
YYYY	MM	DD

End Date of Flow Data		
YYYY	MM	DD

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	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
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 2: Flow Data Analysis

AGAT Laboratories Ltd

43075

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees
Hired**

**Data from Form 5 - Employees
Promoted**

**Data from Form 6 - Employees
Terminated**

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Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National				Part-time / National			
	All Employees Hired		Aboriginal Peoples Hired		All Employees Hired		Aboriginal Peoples Hired	
	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

AGAT Laboratories Ltd

43075

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	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 Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities 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
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 2: Flow Data Analysis

AGAT Laboratories Ltd

43075

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees
Hired**

**Data from Form 5 - Employees
Promoted**

**Data from Form 6 - Employees
Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	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
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

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

Table 1: Women

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Women																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	From - To								
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2017	2020	%	%	%	%	%	%	
		2017-12-06	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	15	-100.0%	3.0%	1	0.0%	3.0%	1	2	4	3.0%	0	0	0	0	27.4%	0	0	26.7%	25.0%	
02 Middle & Other Managers	77	-100.0%	5.0%	12	0.0%	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	0.0%	3.0%	7	18	43	3.0%	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	48.0%	330	345	0	46.7%	32	-345	54.4%	-19.3%		
05 Supervisors	18	-100.0%	5.0%	3	0.0%	7.0%	4	7	11	7.0%	2	3	0	58.9%	0	-3	61.1%	42.9%		
06 Supervisors: Crafts & Trades	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%		
07 Administrative & Sr Clerical	74	-100.0%	3.0%	7	0.0%	8.0%	18	25	57	8.0%	14	25	0	83.4%	-5	-25	77.0%	53.1%		
08 Skilled Sales & Service	32	-100.0%	3.0%	3	0.0%	6.0%	6	9	22	6.0%	4	-9	0	24.9%	14	9	68.8%	51.4%		
09 Skilled Crafts & Trades	37	-100.0%	3.0%	3	0.0%	5.0%	6	9	3	5.0%	0	-2	0	3.7%	2	2	8.1%	7.5%		
10 Clerical Personnel	105	-100.0%	3.0%	9	0.0%	16.0%	50	59	59	16.0%	28	50	0	70.9%	-15	-50	56.2%	27.2%		
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	1.0%	0	1	0	19.0%	0	-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	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)¹³ - 1) x 100.

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	Overall, 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 for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees	First/Previous Short-term Goals																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				Yearly-MM-DD	Yearly		Over 3 Years	From - To					
		2017-12-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-06	Annually	Over 3 Years	2017	2020	%	%	%	%	%	%	
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	%	%	%	%	
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	0.0%	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	0.0%	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	0	1.0%	0	0	0	2.3%	0	0	0.0%	0.0%	
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	12.0%	11.0%	-1	-1	0.0%	0.0%
Total		873	-100.0%	5.8%	152	0.0%	26.8%	702	854	9	26.8%	7	27	34	4.0%	2.8%	-15	7	1.0%	3.5%

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments	
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	2.0	1	2.0	
04	Semi-Professionals & Tech	18	2.5	0	2.5	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	1	3.5	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	5.0	
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	12.0	1	12.0	
Total		34	4.0	8	4.0	

Federal Contractors Program Achievement Report

Part 3: Goals

AGAT Laboratories Ltd

2017-12-06

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2017-12-06	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2017-12-06		Annually	Over 3 Years					
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%	
	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%
03 Professionals	76	-100.0%	5.0%	11	0.0%	3.0%	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%	48.0%	606	707	4	48.0%	6	26	35	5.0%	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%	1	0.0%	0.0%	0	1	0	0.0%	0	1	0	7.8%	7.8%	0	-1	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%	3.4%	-3	-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	3.5%	3.5%	-1	-1	0.0%	0.0%
09 Skilled Crafts & Trades	37	-100.0%	3.0%	3	0.0%	5.0%	6	9	0	5.0%	0	2	0	4.0%	3.8%	-1	-2	0.0%	0.0%
10 Clerical Personnel	105	-100.0%	3.0%	9	0.0%	16.0%	50	59	2	16.0%	1	7	4	7.0%	7.0%	-5	-3	1.9%	4.4%
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%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	7	-100.0%	5.0%	1	0.0%	1.0%	0	1	0	1.0%	0	0	0	4.8%	4.8%	0	0	0.0%	0.0%
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%	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	0	0	5.3%	5.3%	0	0	0.0%	0.0%
Total	873	-100.0%	5.8%	152	0.0%	26.8%	702	854	7	26.8%	6	48	48	5.6%	4.8%	-35	0	0.8%	4.8%

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	2	7.0	3	10.0	
03 Professionals	1	4.0	1	4.0	
04 Semi-Professionals & Tech	35	5.0			
05 Supervisors	1	14.0	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	

Federal Contractors Program Achievement Report

Part 3: Goals

AGAT Laboratories Ltd

2017-12-06

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years					
		2017-12-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-06	Annually	Over 3 Years	2017	2020							
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01	Senior Managers	15	-100.0%	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%	5.0%	12	0.0%	4.0%	9	21	8	4.0%	1	6	3	15.0%	-4	-3	10.4%	11.2%	
03	Professionals	76	-100.0%	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%	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%	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%	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%	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%	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%	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%	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%	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	2	1.0%	0	-1	0	12.1%	1	1	28.6%	25.0%	
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	1	2.0%	0	0	0	10.0%	1	0	20.0%	16.7%	
Total		873	-100.0%	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)¹³ - 1) x 100.

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments	
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01	Senior Managers	0	0.0	0	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	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	0.0	0	0.0	
Total		0	0.0	0	0.0	

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Women																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2020-12-01	Annually	Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years	2020-12-01	Annually	Over 3 Years	2020	2023	%	%	%	%	%	%	
		#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		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%	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%	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%	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%	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%	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%	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%	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%	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%	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%	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%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		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	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)¹³ - 1) x 100.

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		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	

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

Table 11: Aboriginal Peoples
Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		2020-12-01	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2020-12-01		Annually	Over 3 Years						2020
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
	01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	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%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		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%	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%	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%	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%	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%	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%	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%	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%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		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	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)¹³ - 1) x 100.

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		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	

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Data sources:		From Workforce Analysis	From Workforce Analysis	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [†]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Over 3 Years			YYYY-MM-DD	Annually		Over 3 Years	From - To						2020
	2020-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-12-01	Annually	Over 3 Years	2020	2023	%	%	%	%	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02 Managers	0	-100.0%		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%		0	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	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	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	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	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	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	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	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	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	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	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	0	-100.0%		0	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	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)^{1/3} - 1) x 100.

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
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	

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Data sources:		From Workforce Analysis	From Workforce Analysis	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [†]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years					
	2020-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-12-01	Annually	Over 3 Years	2020	2023							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	0	-100.0%		0	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	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	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	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	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	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	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	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	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	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	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	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	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	0	-100.0%		0	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	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)¹³ - 1) x 100.

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		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	

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Women							Women				Women				Women							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2017	15	4	26.7	27.4	4	0	97.3																	
	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
02 Middle & Other Managers	2017	77	31	40.3	38.9	30	1	103.5																	
	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
03 Professionals	2017	76	43	56.6	37.9	29	14	149.3																	
	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
04 Semi-Professionals & Technicians	2017	421	229	54.4	46.7	197	32	116.5																	
	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
05 Supervisors	2017	18	11	61.1	58.9	11	0	103.8																	
	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
06 Supervisors: Crafts & Trades	2017	6	1	16.7	4.1	0	1	406.5																	
	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:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Women		Women				Women						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	#	%	%	#	%	%	#	%	%			
01 Senior Managers	2020	0	0	0.0	0	0.0	0.00	0.0	0	0.0	0.00	0.0		
	2023	0	0	0.0			0.00	0.0			0.00	0.0		
02 Middle & Other Managers	2020	0	0	0.0	0	0.0	0.00	0.0	0	0.0	0.00	0.0		
	2023	0	0	0.0			0.00	0.0			0.00	0.0		
03 Professionals	2020	0	0	0.0	0	0.0	0.00	0.0	0	0.0	0.00	0.0		
	2023	0	0	0.0			0.00	0.0			0.00	0.0		
04 Semi-Professionals & Technicians	2020	0	0	0.0	0	0.0	0.00	0.0	0	0.0	0.00	0.0		
	2023	0	0	0.0			0.00	0.0			0.00	0.0		
05 Supervisors	2020	0	0	0.0	0	0.0	0.00	0.0	0	0.0	0.00	0.0		
	2023	0	0	0.0			0.00	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0	0.0	0.00	0.0	0	0.0	0.00	0.0		
	2023	0	0	0.0			0.00	0.0			0.00	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							All Employees	Hires			Promotions			Terminations								
			Women								Women			Women			Women								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#									
07 Administrative & Senior Clerical	2017	74	57	77.0	83.4	62	-5	92.4																	
	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
08 Skilled Sales & Service Personnel	2017	32	22	68.8	24.9	8	14	276.1																	
	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
09 Skilled Crafts & Trades Workers	2017	37	3	8.1	3.7	1	2	219.1																	
	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 Personnel	2017	105	59	56.2	70.9	74	-15	79.3																	
	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
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2017	7	1	14.3	19.0	1	0	75.2																	
	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:	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 + 1 x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	#	%	%	#	%	%	%		
07 Administrative & Senior Clerical	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference									
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#								
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0.0	0	0	
14 Other Manual Workers	2017	5	0	0.0	18.4	1	-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	0.0	0	0	
Total	2017	873	461	52.8	47.9	418	43	110.2																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2020	0	0	0.0	0	0.0	20.0	0.0	1	0.0	20.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2020	0	0	0.0	1	0.0	20.0	0.0	1	0.0	20.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2017	15	1	6.7	2.9	0	1	229.9																	
	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
02 Middle & Other Managers	2017	77	5	6.5	2.2	2	3	295.2																	
	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
03 Professionals	2017	76	0	0.0	0.9	1	-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	0	0
04 Semi-Professionals & Technicians	2017	421	1	0.2	2.3	10	-9	10.3																	
	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
05 Supervisors	2017	18	1	5.6	4.0	1	0	138.9																	
	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
06 Supervisors: Crafts & Trades	2017	6	0	0.0	7.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0

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 + 1 x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2020	0	0	0.0	0	0.0	2.0	0.0	1	0.0	2.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2020	0	0	0.0	18	0.0	2.5	0.0	0	0.0	2.5	0.0		
	2023	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		
	2023	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		
	2023	0	0	0.0			0.0	0.0			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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires			Promotions			Terminations									
			Aboriginal Peoples							Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples									
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	%	#	#	#	#	%	%	#	#	#							
07 Administrative & Senior Clerical	2017	74	0	0.0	3.3	2	-2	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2017	32	0	0.0	1.8	1	-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	0	0
09 Skilled Crafts & Trades Workers	2017	37	1	2.7	6.3	2	-1	42.9																	
	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 Personnel	2017	105	0	0.0	4.2	4	-4	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2017	7	0	0.0	2.3	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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 + 1 x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
07 Administrative & Senior Clerical	2020	0	0	0.0	1	0.0	3.5	0.0	2	0.0	5.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	2.0	0.0	1	0.0	2.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	1	0.0	6.5	0.0	1	0.0	7.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2020	0	0	0.0	3	0.0	4.5	0.0	2	0.0	5.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

AGAT Laboratories Ltd

43075

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Aboriginal Peoples							Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	%	#	#	#	#	%	#	#	#								
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0	0.0																
	2020	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2017	5	0	0.0	11.0	1	-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	0	0
Total	2017	873	9	1.0	2.8	24	-15	36.8																	
	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:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	#	%	#	%	%	%	#	%	%	%			
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	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2020	0	0	0.0	0	0.0	12.0	0.0	1	0.0	12.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2020	0	0	0.0	34	0.0	4.0	0.0	8	0.0	4.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

AGAT Laboratories Ltd

43075

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		Persons with Disabilities										Persons with Disabilities				Persons with Disabilities				Persons with Disabilities					
		All Employees		Representation		Availability		Gap		EE Result		All Employees		Actual		Expected		Difference		All Employees		Actual		Expected	
#	#	#	%	%	#	#	#	%	%	#	#	%	#	#	#	#	#	#	#	%	%	#	#	#	
01 & 02 Managers	2017	92	0	0.0	4.3	4	-4	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0.0	0	0
03 Professionals	2017	76	1	1.3	3.8	3	-2	34.6																	
	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
04 Semi-Professionals & Technicians	2017	421	4	1.0	4.6	19	-15	20.7																	
	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
05 Supervisors	2017	18	0	0.0	13.9	3	-3	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0.0	0	0
06 Supervisors: Crafts & Trades	2017	6	0	0.0	7.8	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees		Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	#	%	#	%	#	%	#		
01 & 02 Managers	2020	0	0	0.0	2	0.0	7.0	0.0	3	0.0	10.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2020	0	0	0.0	1	0.0	4.0	0.0	1	0.0	4.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2020	0	0	0.0	35	0.0	5.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2020	0	0	0.0	1	0.0	14.0	0.0	2	0.0	14.0	0.0		
	2023	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	1	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

AGAT Laboratories Ltd

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Persons with Disabilities							Persons with Disabilities				Persons with Disabilities				Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2017	74	0	0.0	3.4	3	-3	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2017	32	0	0.0	3.5	1	-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	0	0
09 Skilled Crafts & Trades Workers	2017	37	0	0.0	3.8	1	-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	0	0
10 Clerical Personnel	2017	105	2	1.9	7.0	7	-5	27.2																	
	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
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2017	7	0	0.0	4.8	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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 + 1 x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
07 Administrative & Senior Clerical	2020	0	0	0.0	1	0.0	3.5	0.0	2	0.0	3.5	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	3.5	0.0	1	0.0	3.5	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	0	0.0	4.0	0.0	2	0.0	4.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2020	0	0	0.0	4	0.0	7.0	0.0	3	0.0	7.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

AGAT Laboratories Ltd

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions					Terminations				
		All Employees	Persons with Disabilities									All Employees	Persons with Disabilities				All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	%	#	%	#	#	#	#	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	
14 Other Manual Workers	2017	5	0	0.0	5.3	0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	
Total	2017	873	7	0.8	4.8	42	-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		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	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		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2020	0	0	0.0	48	0.0	5.6	0.0	15	0.0	6.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

AGAT Laboratories Ltd

43075

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires			Promotions			Terminations										
			Visible Minorities							Visible Minorities			Visible Minorities			Visible Minorities										
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	%	#	%	#	%	#	#	#	#	#	#	#	#									
01 Senior Managers	2017	15	2	13.3	10.1	2	0	132.0																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
02 Middle & Other Managers	2017	77	8	10.4	15.0	12	-4	69.3																		
	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	
03 Professionals	2017	76	32	42.1	33.1	25	7	127.2																		
	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	
04 Semi-Professionals & Technicians	2017	421	206	48.9	25.3	107	99	193.4																		
	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	
05 Supervisors	2017	18	6	33.3	18.3	3	3	182.1																		
	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	
06 Supervisors: Crafts & Trades	2017	6	0	0.0	3.5	0	0	0.0																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
01 Senior Managers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2020	0	0	0.0	3	0.0	15.0	0.0	3	0.0	20.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	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		
	2023	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		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

AGAT Laboratories Ltd

43075

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis															
		All Employees	Workforce								Hires			Promotions			Terminations									
			Visible Minorities								Visible Minorities			Visible Minorities			Visible Minorities									
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	%	#	%	#	%	#	#	#	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2017	74	24	32.4	9.4	7	17	345.0																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2017	32	7	21.9	13.8	4	3	158.5																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2017	37	4	10.8	5.5	2	2	196.6																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2017	105	47	44.8	14.1	15	32	317.5																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2017	7	2	28.6	12.1	1	1	236.1																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%	%		
07 Administrative & Senior Clerical	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

AGAT Laboratories Ltd

43075

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Visible Minorities							Visible Minorities				Visible Minorities				Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	%	#	#	#	%	#	%	#	#	%	#	#	%	#	%	#	#	#	#		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0	0.0																
	2020	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2017	5	1	20.0	10.0	1	1	200.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
Total	2017	873	339	38.8	20.4	178	161	190.4																	
	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 + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Visible Minorities		Visible Minorities				Visible Minorities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	%	%	%	%	%	%	%	%	%			
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	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		
	2023	0	0	0.0										
Total	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0										

Federal 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.
- 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.

A. **Family Name** **Given Name**
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. **An Aboriginal person** 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. **Members of visible minorities** 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

E. **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	100
Number of Surveys Returned:	881	99
Number of Completed Surveys Returned:	826	93

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify 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.
- 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

- 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 minimum, equal to availability.

Observations:

SUMMARY OF GOALS**Women**

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

Observations:

Person with Disabilities

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (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

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:

in compliance in non-compliance

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

- Given that 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 Federal Contractors Program (FCP) under the Employment Equity Act.

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 WEIMS help page). 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 under-represented; 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 Workplace Equity Information Management System (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 maurice.yakibonge@labour-travail.gc.ca.

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
ee-eme@hrscd-rhdcc.gc.ca



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