Leave of Absence reasons:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Row Labels** | **LTD** | **Maternity** | **Sick** | **Grand Total** |
| Accounting | 7 | 1 | 3 | 11 |
| Analysts | 3 | 1 | 2 | 6 |
| Building Maintenance | 5 | 1 | 1 | 7 |
| Business Development | 6 | 1 | 3 | 10 |
| Clerks/Assistants | 34 | 3 | 10 | 47 |
| Co-op Students |  |  | 1 | 1 |
| Drafter | 18 |  | 4 | 22 |
| Engineer | 21 | 3 | 11 | 35 |
| Executive Assistant | 1 |  |  | 1 |
| HR | 2 | 2 | 2 | 6 |
| IT | 4 |  | 2 | 6 |
| Legal |  | 1 | 1 | 2 |
| Logistics | 4 |  | 4 | 8 |
| Managers | 3 |  | 2 | 5 |
| Procurement | 1 |  | 2 | 3 |
| Project Managers | 5 | 3 | 4 | 12 |
| Technician - Engineering | 9 | 1 | 7 | 17 |
| Trades | 22 | 2 | 16 | 40 |
| **Grand Total** | **145** | **19** | **75** | **239** |

Future retirement (age 60+ and with service year 25+)

|  |  |
| --- | --- |
| **Row Labels** | **Count of Gender** |
| Accounting | 9 |
| Analysts | 11 |
| Building Maintenance | 1 |
| Business Development | 11 |
| Clerks/Assistants | 28 |
| Drafter | 31 |
| Engineer | 82 |
| HR | 6 |
| IT | 4 |
| Legal | 1 |
| Logistics | 2 |
| Managers | 8 |
| Procurement | 3 |
| Project Managers | 13 |
| Technician - Engineering | 28 |
| Trades | 51 |
| **Grand Total** | **289** |

Occupation by gender overall

|  |  |  |  |
| --- | --- | --- | --- |
| Service Years | (Multiple Items) |  |  |
|  |  |  |  |
| **Count of Gender** | **Column Labels** |  |  |
| **Row Labels** | **Female** | **Male** | **Grand Total** |
| Accounting | 78 | 59 | 137 |
| Analysts | 27 | 58 | 85 |
| Building Maintenance | 20 | 33 | 53 |
| Business Development | 38 | 56 | 94 |
| CFO |  | 1 | 1 |
| CHRO | 1 |  | 1 |
| CIO |  | 1 | 1 |
| Clerks/Assistants | 222 | 20 | 242 |
| Co-op Students | 2 | 29 | 31 |
| COO |  | 1 | 1 |
| Drafter | 87 | 121 | 208 |
| Engineer | 79 | 473 | 552 |
| HR | 22 | 15 | 37 |
| IT | 34 | 23 | 57 |
| Legal | 22 | 18 | 40 |
| Logistics | 23 | 50 | 73 |
| Managers | 13 | 64 | 77 |
| Procurement | 18 | 11 | 29 |
| Project Managers | 68 | 53 | 121 |
| Technician - Engineering | 29 | 186 | 215 |
| Trades | 83 | 492 | 575 |
| **Grand Total** | **866** | **1764** | **2630** |

Occupation by gender with service year 30 and more

|  |  |  |  |
| --- | --- | --- | --- |
| **Count of Gender** | **Column Labels** |  |  |
| **Row Labels** | **Female** | **Male** | **Grand Total** |
| Accounting | 18 | 14 | 32 |
| Analysts | 3 | 15 | 18 |
| Building Maintenance | 2 | 1 | 3 |
| Business Development | 5 | 11 | 16 |
| CEO |  | 1 | 1 |
| Clerks/Assistants | 71 | 13 | 84 |
| Drafter | 18 | 88 | 106 |
| Engineer |  | 158 | 158 |
| Executive Assistant | 1 |  | 1 |
| HR | 4 | 10 | 14 |
| IT | 6 | 14 | 20 |
| Legal |  | 1 | 1 |
| Logistics | 1 | 6 | 7 |
| Managers | 3 | 22 | 25 |
| Procurement | 1 | 8 | 9 |
| Project Managers | 12 | 21 | 33 |
| Technician - Engineering | 5 | 72 | 77 |
| Trades | 1 | 97 | 98 |
| VP Civil Engineering |  | 1 | 1 |
| VP Construction Engineering |  | 1 | 1 |
| VP Mining Engineering |  | 1 | 1 |
| VP Utility Engineering |  | 1 | 1 |
| **Grand Total** | **151** | **556** | **707** |

Term category excluding early and regular retirements

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Row Labels** | **Death** | **Involuntary** | **Voluntary** | **Grand Total** |
| Accounting | 3 | 36 | 45 | 84 |
| Analysts | 1 | 10 | 24 | 35 |
| Business Development | 1 | 119 | 23 | 143 |
| Clerks/Assistants | 1 | 341 | 19 | 361 |
| Drafter | 2 | 80 | 53 | 135 |
| Engineer | 12 | 40 | 143 | 195 |
| HR | 2 | 6 | 21 | 29 |
| IT |  | 11 | 35 | 46 |
| Legal | 2 | 11 | 8 | 21 |
| Logistics | 1 | 20 | 3 | 24 |
| Managers | 2 | 10 | 50 | 62 |
| Procurement |  | 1 |  | 1 |
| Project Managers |  | 33 | 27 | 60 |
| Technician - Engineering | 2 | 7 | 26 | 35 |
| Trades | 9 | 78 | 86 | 173 |
|  |  |  |  |  |
|  |  |  |  |  |

Turnover Analysis by occupation and by termination reason excluding early and regular retirements

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Row Labels** | **Death** | **Dismissed - Misconduct** | **Dismissed - Poor Performance** | **Family Issues** | **Health Reasons** | **Layoff** | **Resignation** | **Return to School** | **Grand Total** |
| Accounting | 3 | 2 | 3 | 14 | 5 | 31 | 25 | 1 | 84 |
| Analysts | 1 |  |  | 12 |  | 10 | 12 |  | 35 |
| Business Development | 1 |  | 2 | 7 | 2 | 117 | 12 | 2 | 143 |
| Clerks/Assistants | 1 | 1 | 1 | 5 | 1 | 339 | 11 | 2 | 361 |
| Drafter | 2 |  |  | 8 | 2 | 80 | 34 | 9 | 135 |
| Engineer | 12 | 5 | 3 | 30 | 10 | 32 | 101 | 2 | 195 |
| HR | 2 |  | 1 | 2 | 1 | 5 | 16 | 2 | 29 |
| IT |  |  | 1 | 9 |  | 11 | 18 | 7 | 46 |
| Legal | 2 | 1 |  | 3 |  | 10 | 5 |  | 21 |
| Logistics | 1 | 1 |  |  | 1 | 19 | 2 |  | 24 |
| Managers | 2 |  | 1 | 12 | 5 | 9 | 30 | 3 | 62 |
| Procurement |  |  |  |  |  | 1 |  |  | 1 |
| Project Managers |  | 1 | 1 | 6 | 3 | 31 | 18 |  | 60 |
| Technician - Engineering | 2 | 1 |  | 10 | 4 | 6 | 12 |  | 35 |
| Trades | 9 | 5 | 2 | 16 | 1 | 71 | 63 | 6 | 173 |
| **Grand Total** | **38** | **17** | **15** | **134** | **35** | **772** | **359** | **34** | **1404** |

Turnover analysis by year

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Termination Reason | (Multiple Items) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | **Column Labels** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | **2010** | **2011** | **2012** | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** | **Grand Total** |
| **Count of Termination Reason** | **79** | **289** | **741** | **501** | **125** | **34** | **15** | **11** | **3** | **5** | **5** | **4** | **7** | **13** | **1832** |

Average salary HQ:

|  |  |  |
| --- | --- | --- |
| **Row Labels** | **Average of Average Salary** |  |
| **HQ** | **67132.3741** |  |
| Accounting | 67000 |  |
| Building Maintenance | 48000 |  |
| Business Development | 58000 |  |
| CEO | 600000 |  |
| CFO | 380000 |  |
| CHRO | 330000 |  |
| CIO | 355000 |  |
| Clerks/Assistants | 45000 |  |
| Co-op Students | 33000 |  |
| COO | 335000 |  |
| HR | 65000 |  |
| IT | 71000 |  |
| Legal | 94000 |  |
| Logistics | 62000 |  |
| Procurement | 75000 |  |
| VP Civil Engineering | 270000 |  |
| VP Construction Engineering | 270000 |  |
| VP Mining Engineering | 270000 |  |
| VP Utility Engineering | 275000 |  |