



**Demographics**



**Diversity**



**Awards**



**Open Positions**



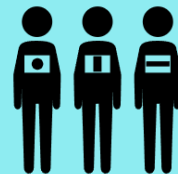
**Filled Positions**



**Terminations**



**Compensation**



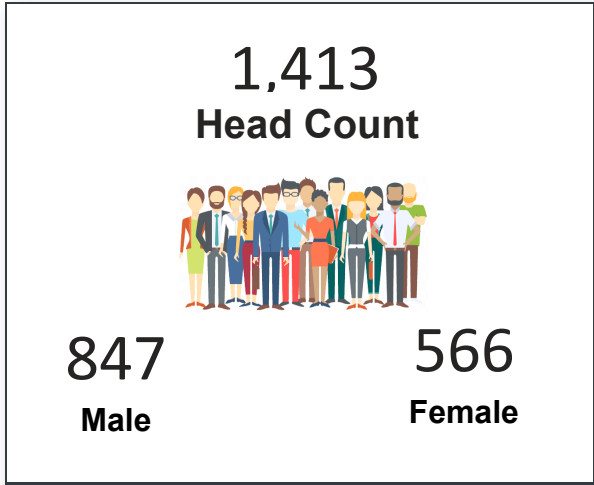
**Hires**



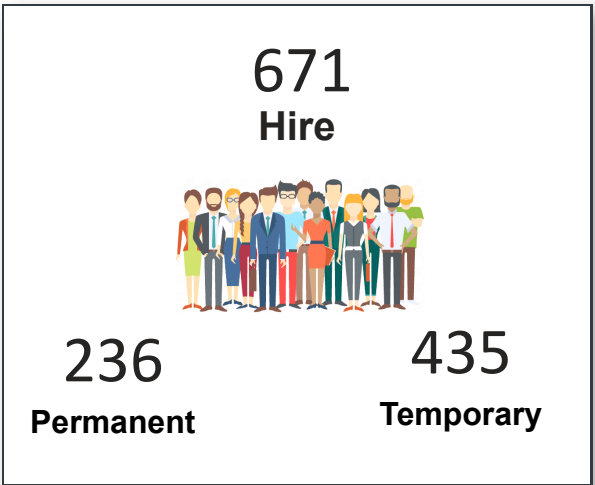
**Forecast**

# Executive Summary

## Demographics



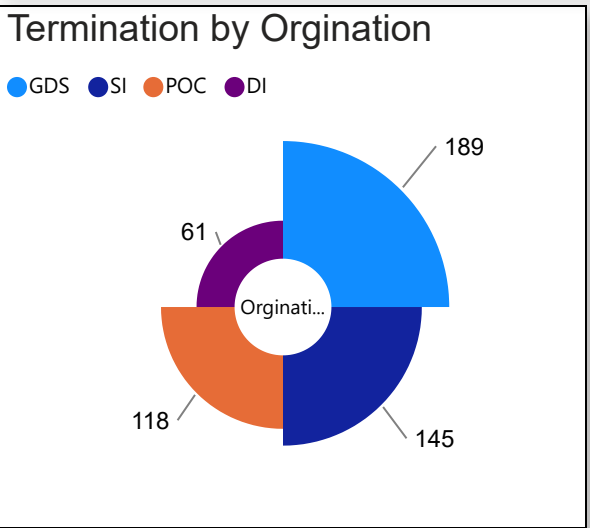
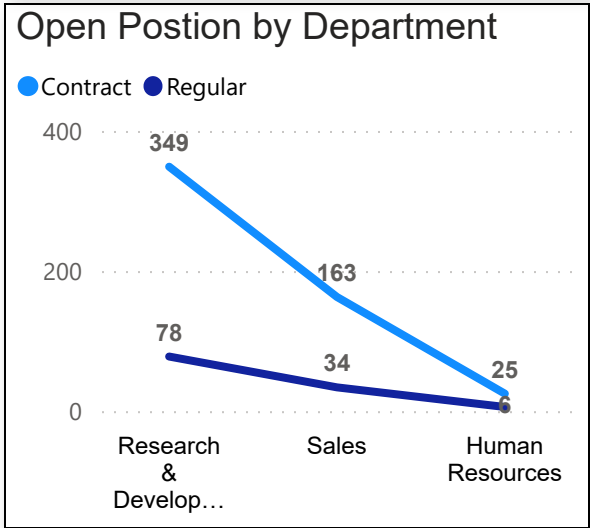
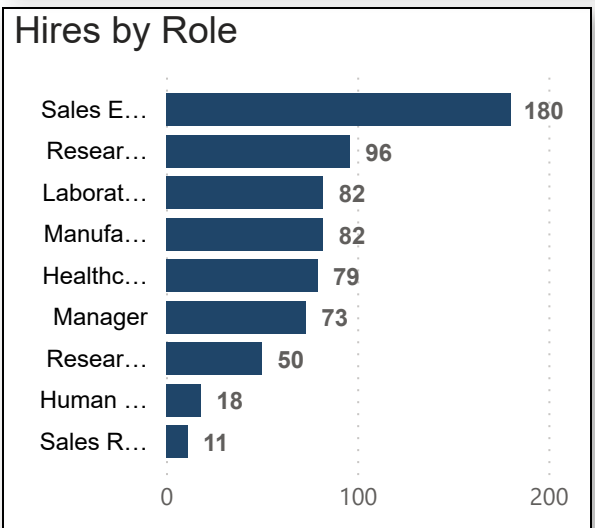
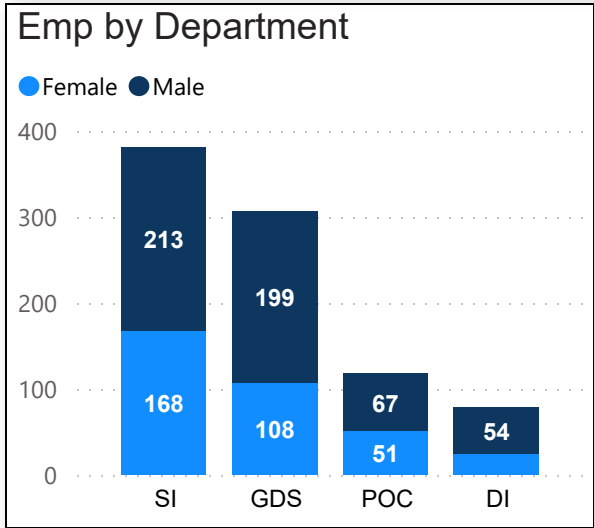
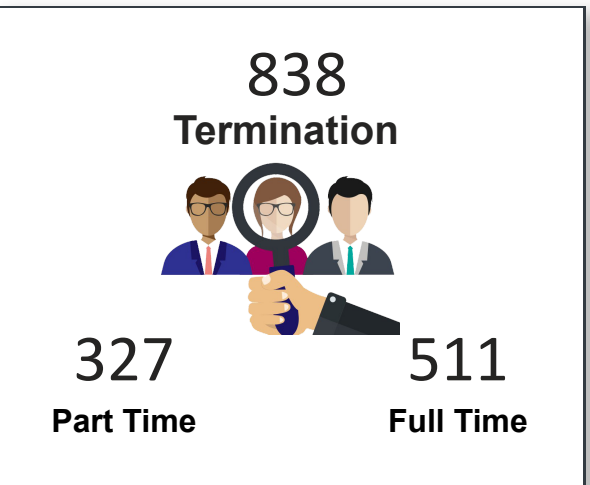
## Hires



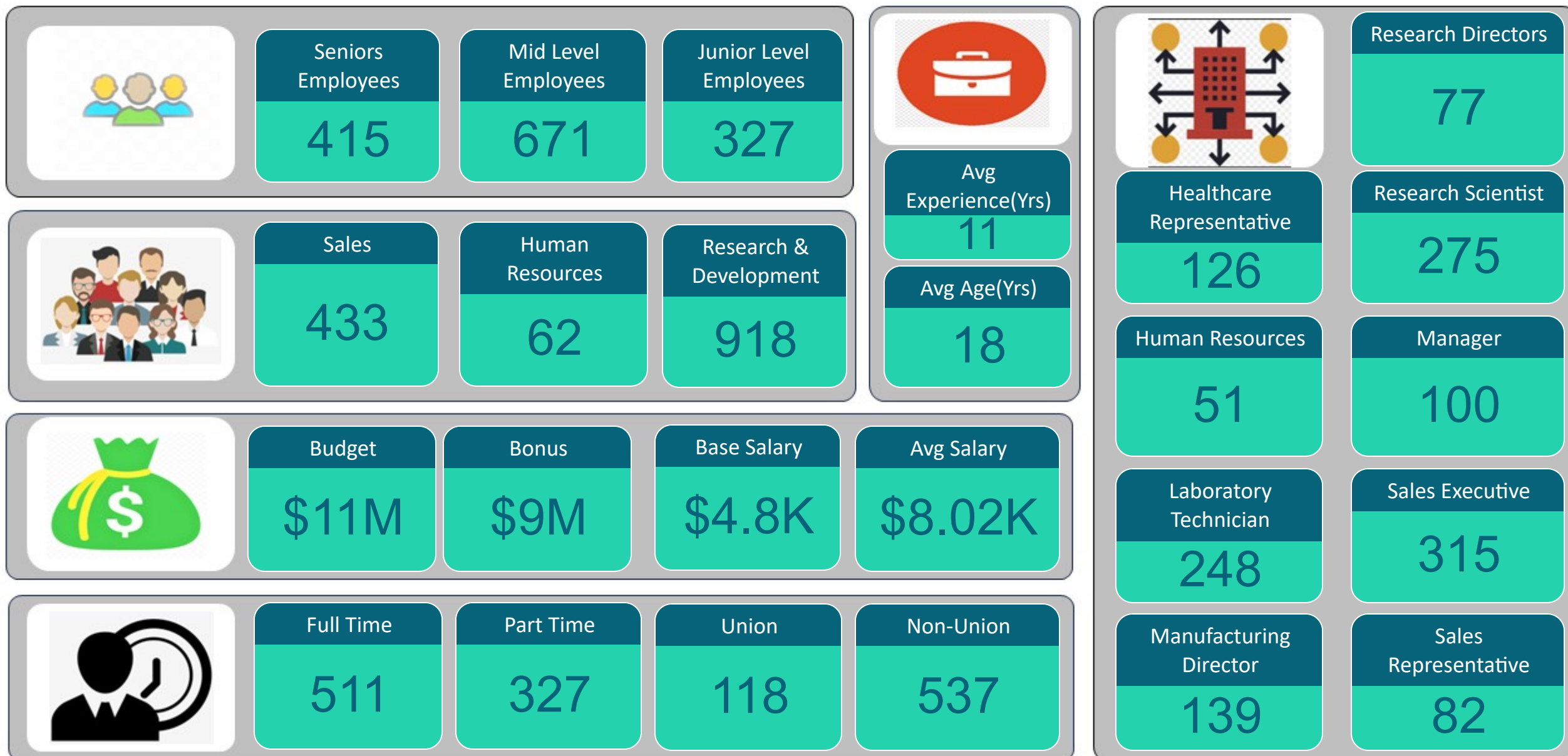
## Open Postions



## Termination



# Overview



# Demographics

Head Count  
1,413

Female  
566

Male  
847

Full Time  
511

Part Time  
327

Year

All

Location

All

Organizations

All

Business Unit

All

Group

Select all

Healthcare Rep...

Human Resour...

Laboratory Tec...

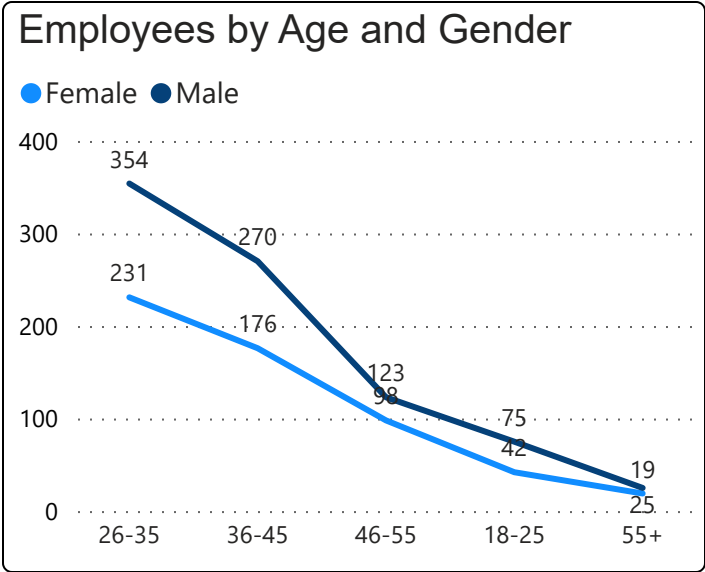
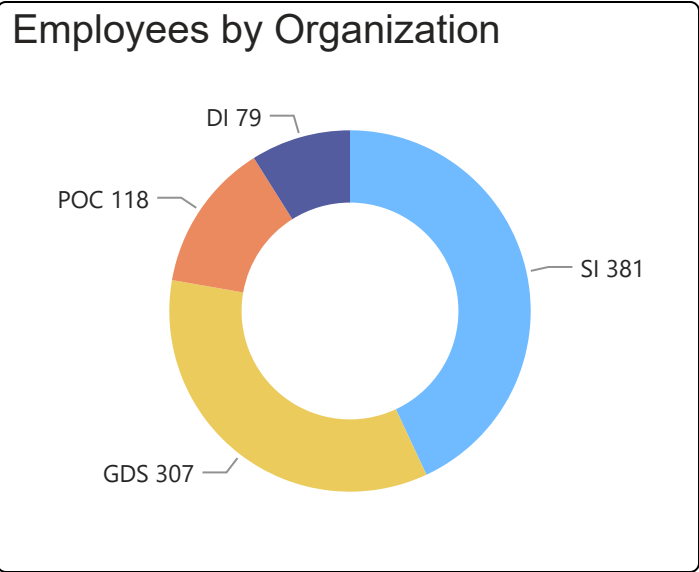
Manager

Manufacturing ...

Research Direc...

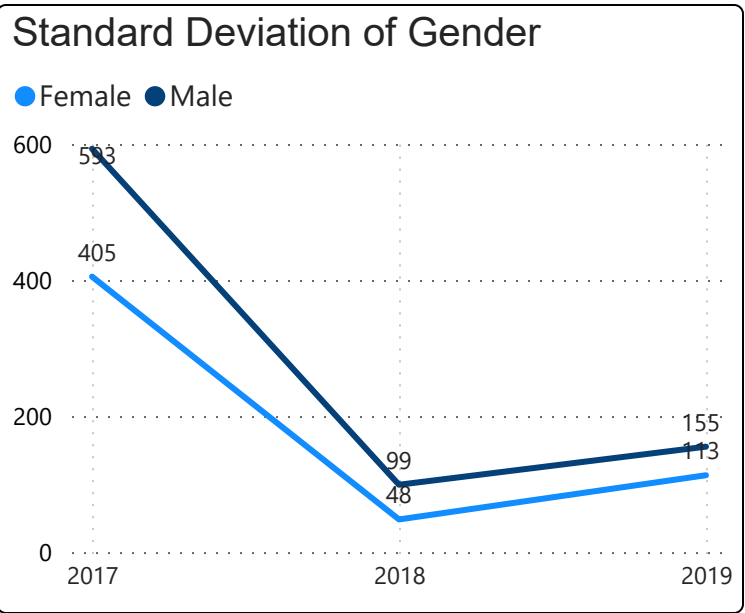
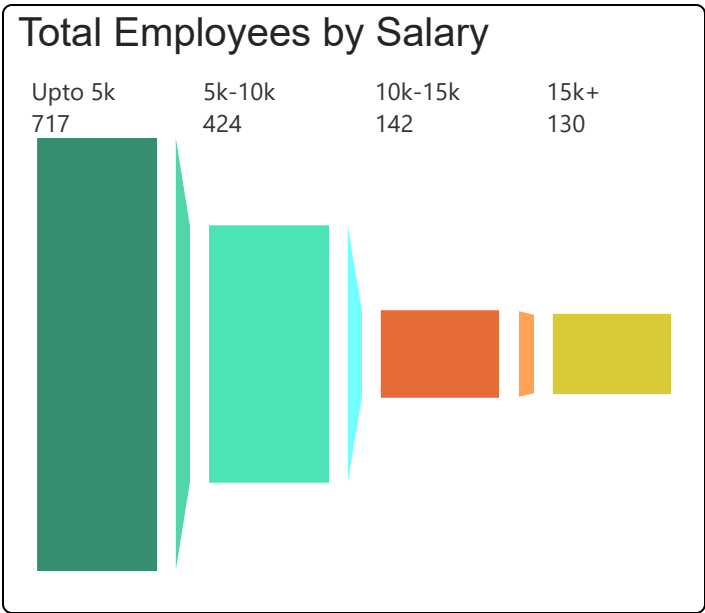
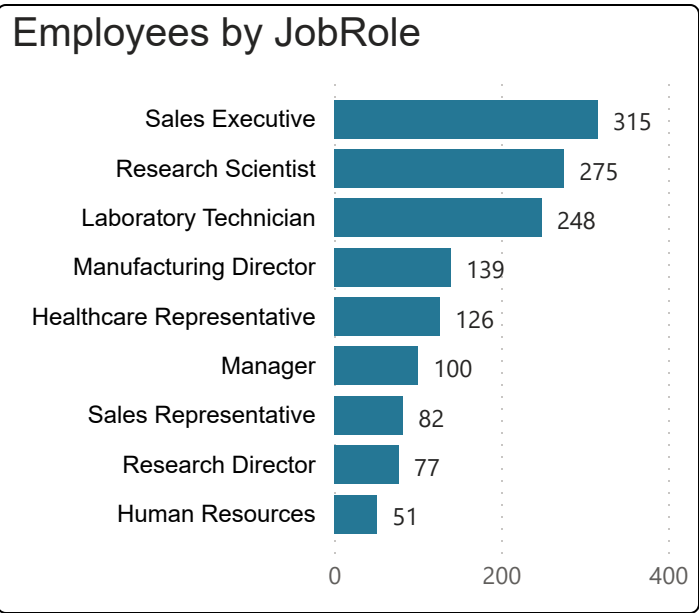
Research Scie...

Sales Executive



Employees by Location

Location	2017	2018	2019
Calgary	170	28	50
Concord	221	38	56
Dartmouth	87	14	25
Drummondville	194	28	53
Oakville	55	4	23
Ottawa	100	13	26
Total	827	125	233



# Diversity

Seniors  
415

Mid Level  
671

Junior  
327

Union  
118

Non Union  
537

Year

All



Location

All



Organizations

All



Business Unit

All

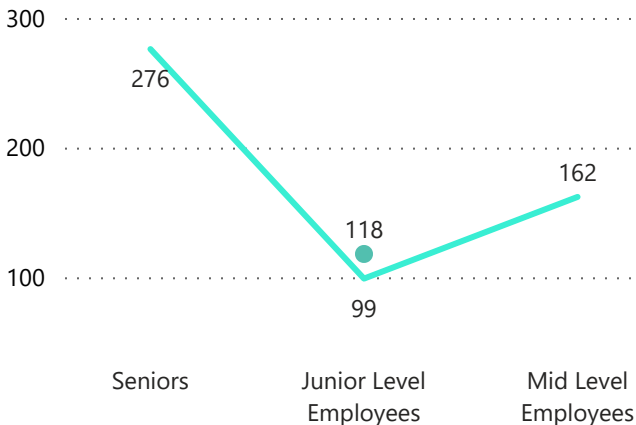


Group

- ☐ Healthcare ...
- ☐ Human Res...
- ☐ Laboratory T...
- ☐ Manager
- ☐ Manufacturi...
- ☐ Research Di...
- ☐ Research S...
- ☐ Sales Exec...

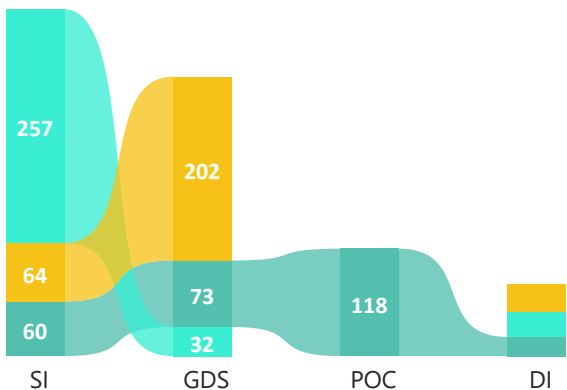
## Diversity by Organizations Type

External Internal



## Diversity by Organizations

Junior Level Employees Mid Level Em... Seniors

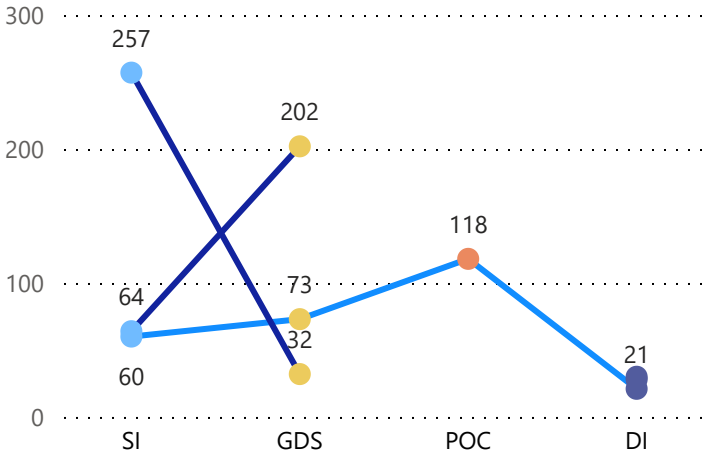


## Diversity by Business Unit

JobRole	junior	Mid level	Seniors
Healthcare Representative	18	79	29
Human Resources	13	18	20
Laboratory Technician	83	82	83
Manager	13	73	14
Manufacturing Director	17	82	40
Research Director	9	50	18
Research Scientist	80	96	99
Sales Executive	46	180	89
Sales Representative	48	11	23
<b>Total</b>	<b>327</b>	<b>671</b>	<b>415</b>

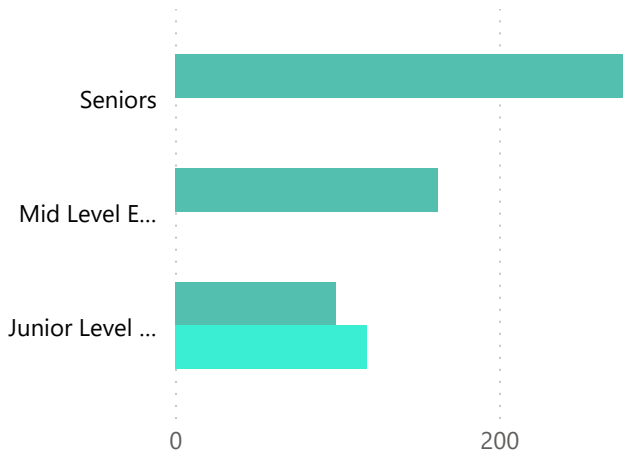
## Diversity by Grade

Junior Level Employees Mid Level Employees Seniors



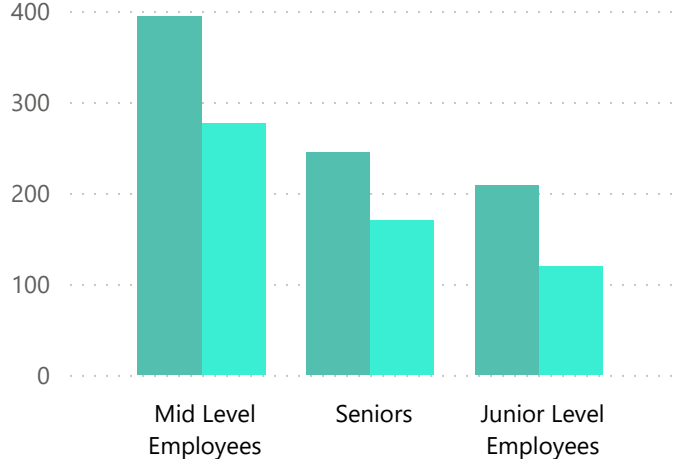
## Diversity by Employess Group

Non-union Union



## Diversity by Termination

Male Female



# Awards

Awards  
1063

Male  
634

Female  
429

Values  
\$8.02K

Year

All

Location

All

Organizations

All

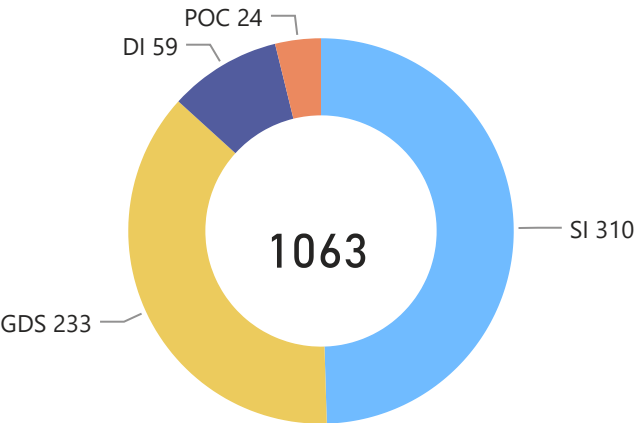
Business Unit

All

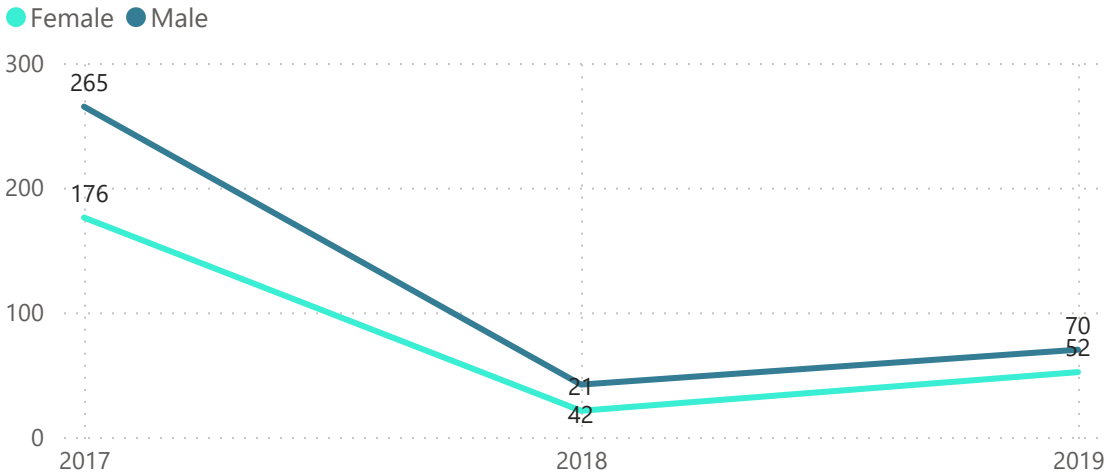
Group

- ☐ Healthcare ...
- ☐ Human Res...
- ☐ Laboratory T...
- ☐ Manager
- ☐ Manufacturi...
- ☐ Research Di...
- ☐ Research S...
- ☐ Sales Exec...

## Awards by Group



## Awards by Years



## Awards Value(\$)

### Cash Awards

252 Awards  
15,70,625.00 Value(\$)  
359 Points

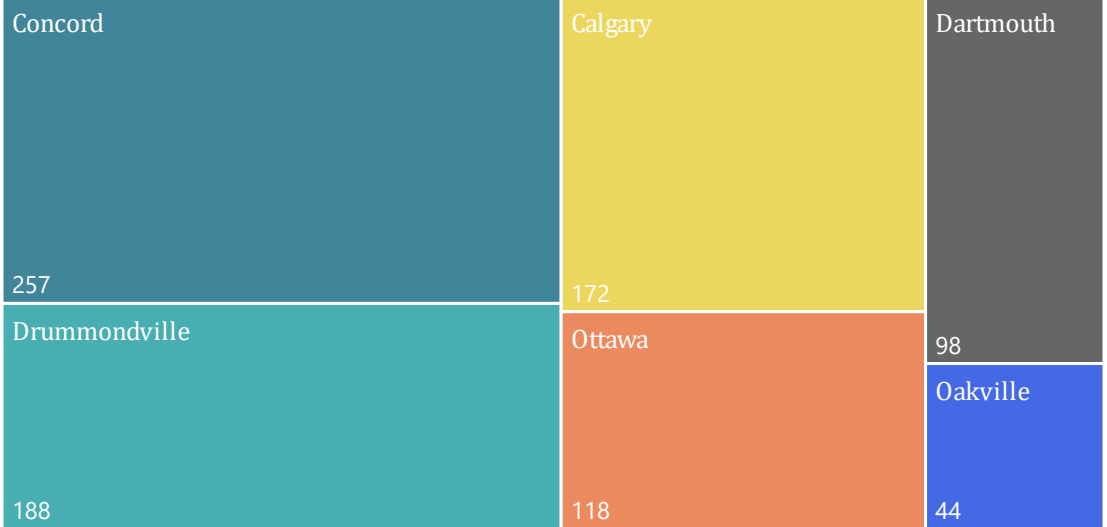
### e-Card

203 Awards  
12,37,281.25 Value(\$)  
289 Points

### Point Awards

33 Awards  
2,07,242.88 Value(\$)  
48 Points

## Awards by Location



# Open Positions

Opening  
655

Addition  
537

Replacemen  
758

Reg.  
566

Temp  
847

Year

All

Location

All

Organizations

All

Business Unit

All

Group

☐ Healthcare ...

☐ Human Res...

☐ Laboratory T...

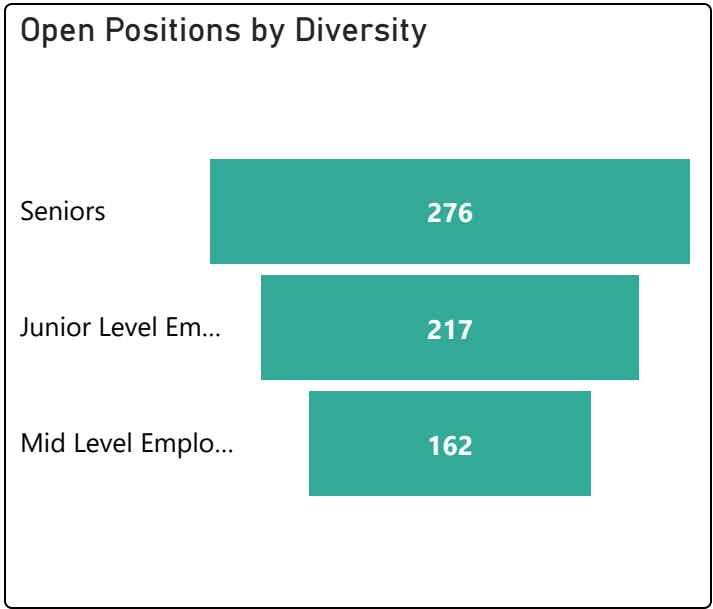
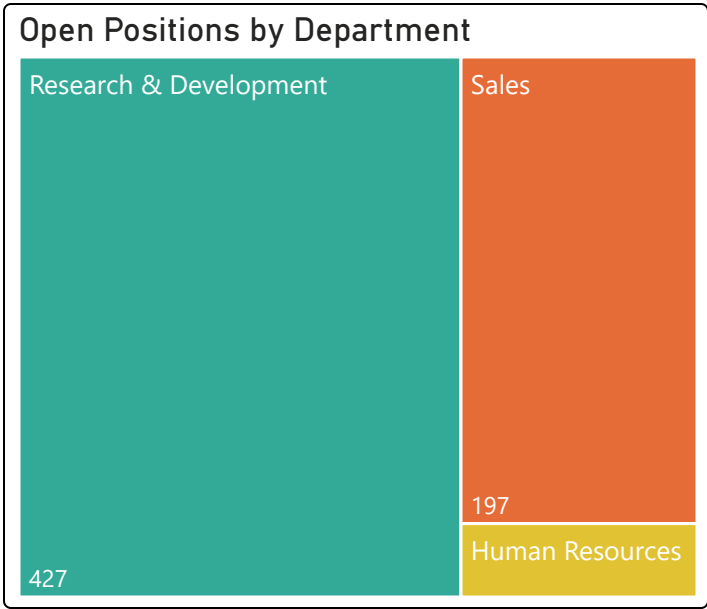
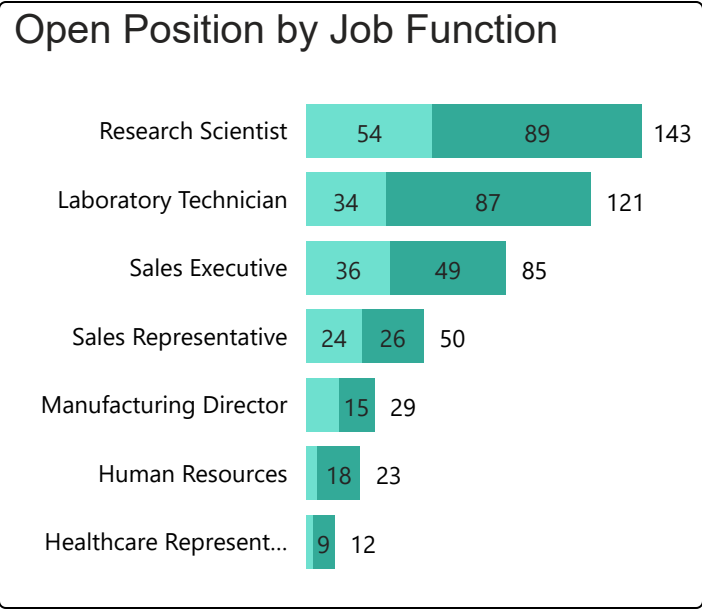
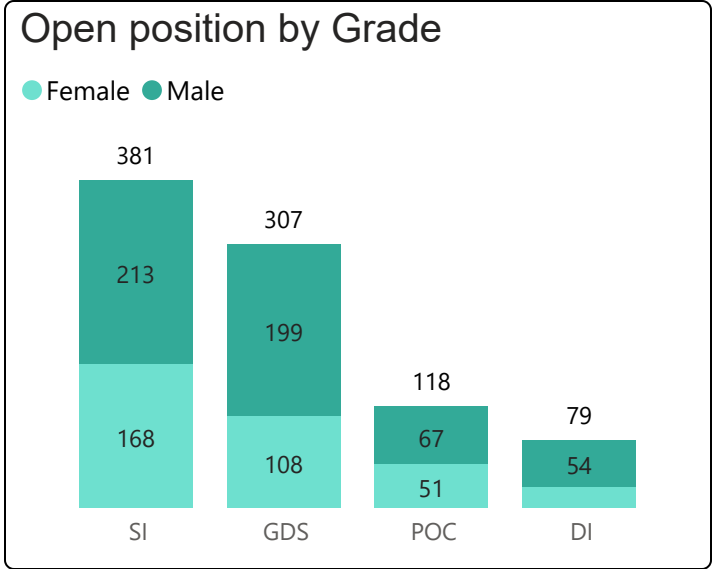
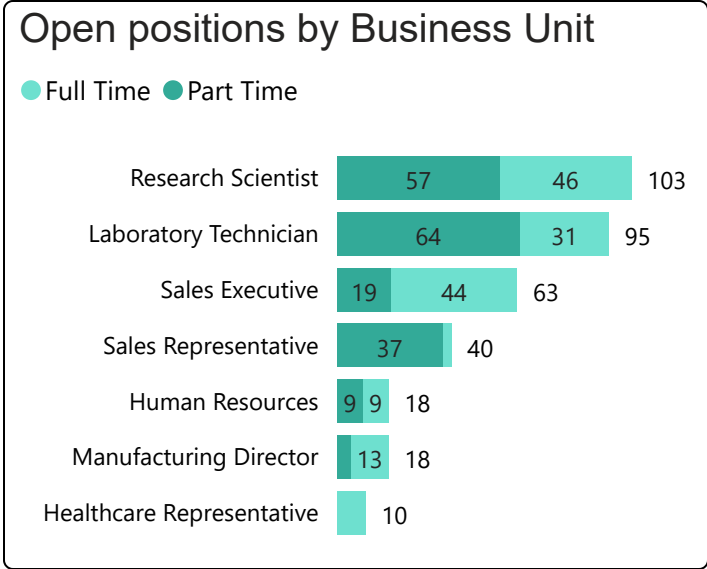
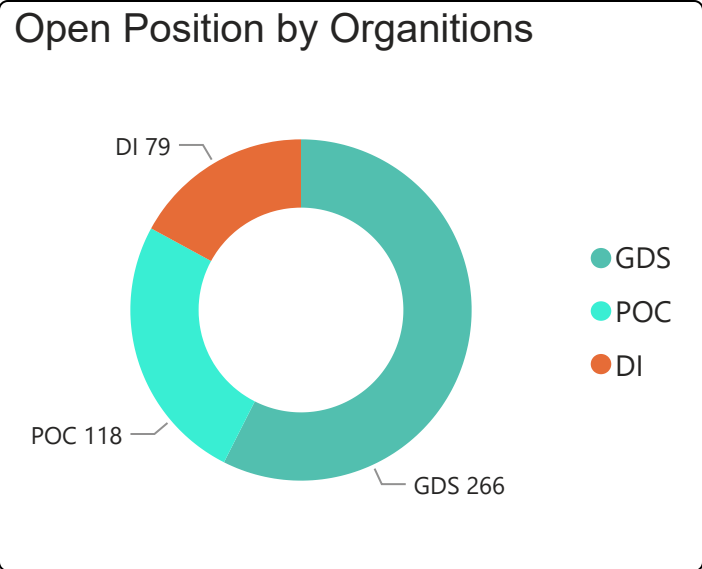
☐ Manager

☐ Manufacturi...

☐ Research Di...

☐ Research S...

☐ Sales Execu...



# Filled Position

Filled  
118

Addition  
537

Replacemen  
758

Reg.  
566

Temp  
847

Year

All

Location

All

Organizations

All

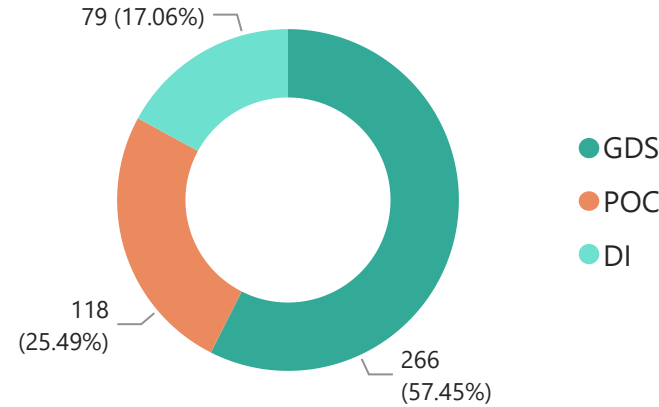
Business Unit

All

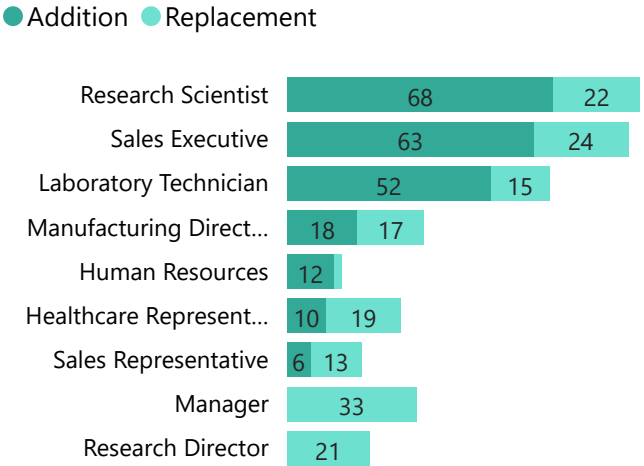
Group

- ☐ Healthcare ...
- ☐ Human Res...
- ☐ Laboratory ...
- ☐ Manager
- ☐ Manufacturi...
- ☐ Research D...
- ☐ Research S...
- ☐ Sales Exec

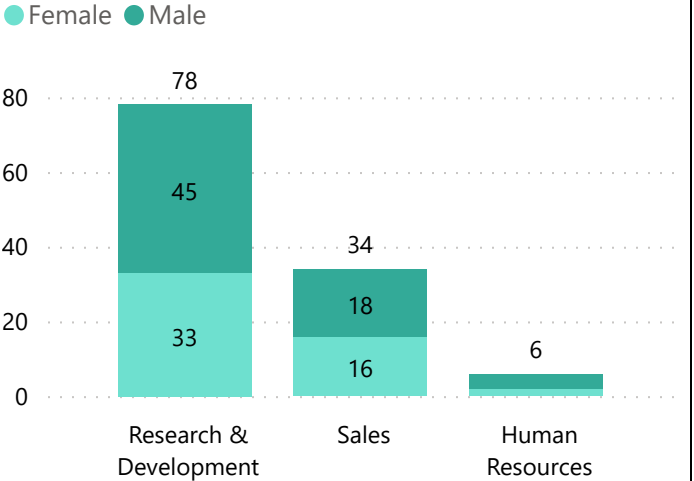
Filled positions by Organizations



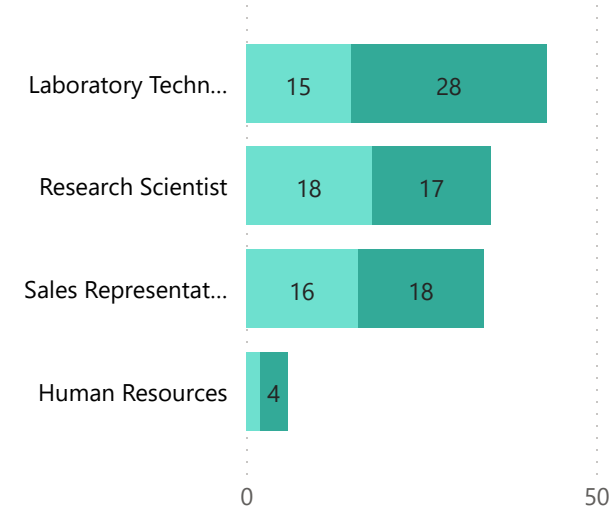
Filled Positions by Business Unit



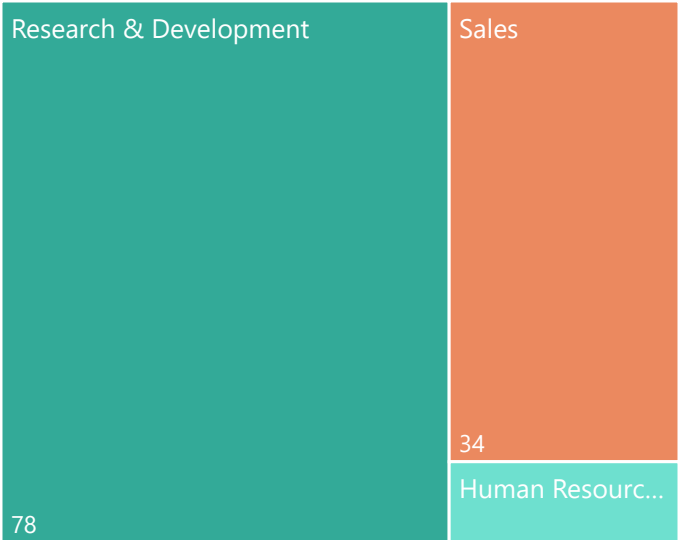
Filled Positions by Grade



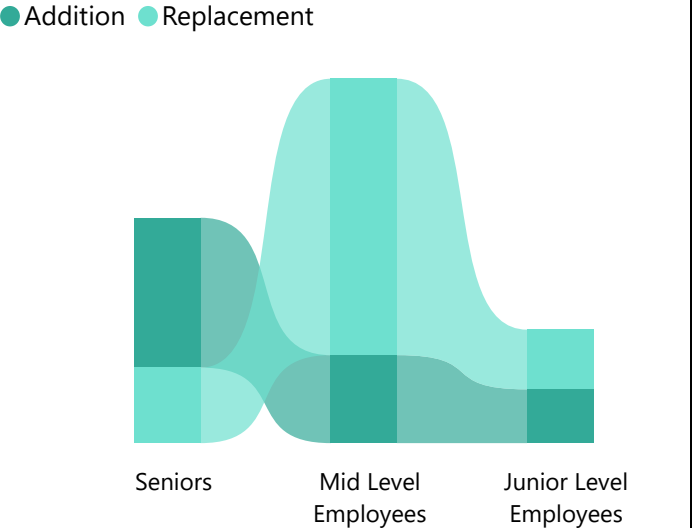
Filled positions by Job Function



Filled Positions by Position



Filled Positions by Diversity





# Termination

Total  
1,413

Voluntary  
236

Involuntary  
435

Female  
566

Male  
847

Year

All

Location

All

Organizations

All

Business Unit

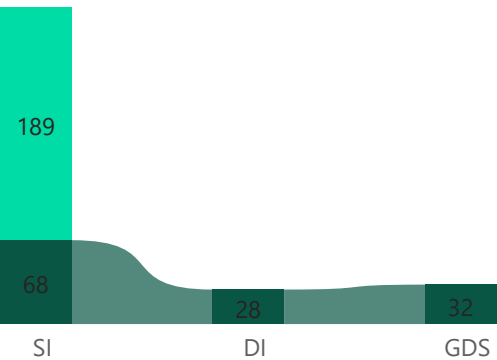
All

Group

- ☐ Healthcare ...
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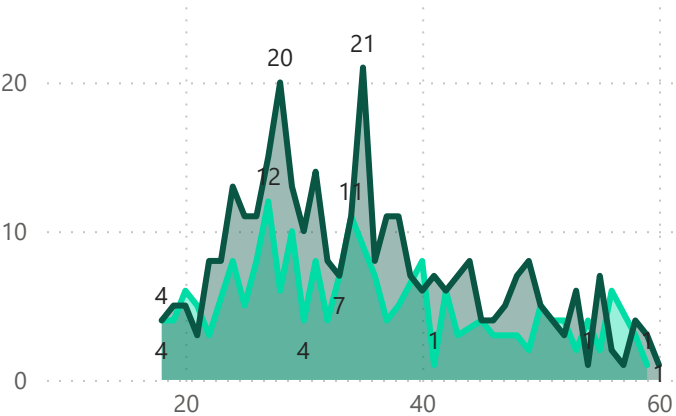
## Terminations by Grade

voluntary involuntary



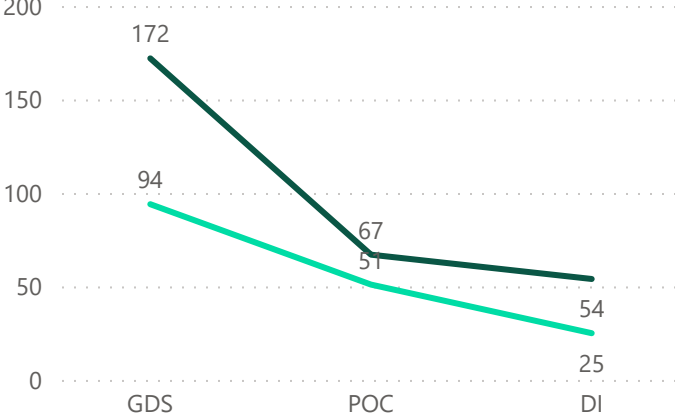
## Terminations by Age

Female Male



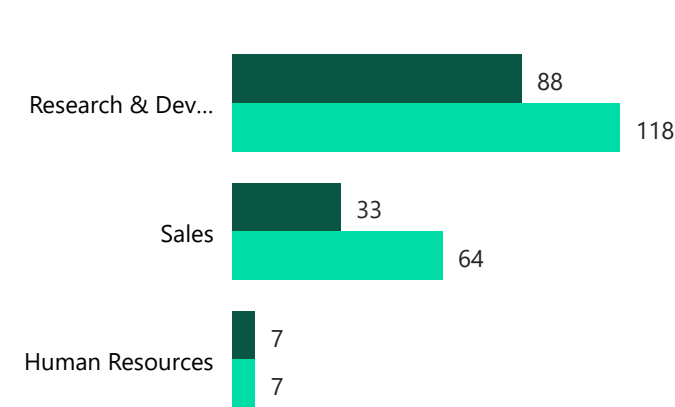
## Terminations by Organizations

Female Male

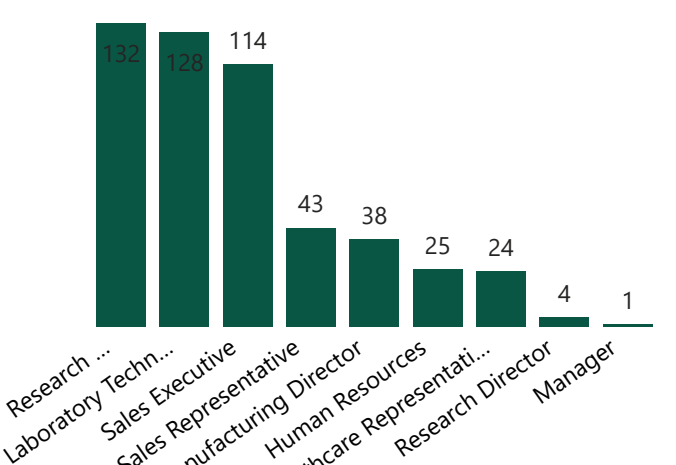


## Terminations by position

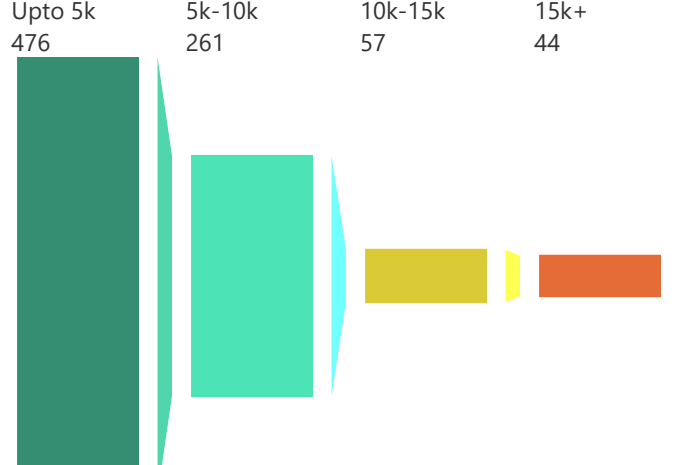
Involuntary voluntary



## Terminations by Business Unit



## Termination by Tenure



# Compensation

Budget  
\$11.34M

Base Salary  
\$4.8K

Bouns  
\$9.21M

Avg Salary  
\$8.02K

Year

All

Location

All

Organizations

All

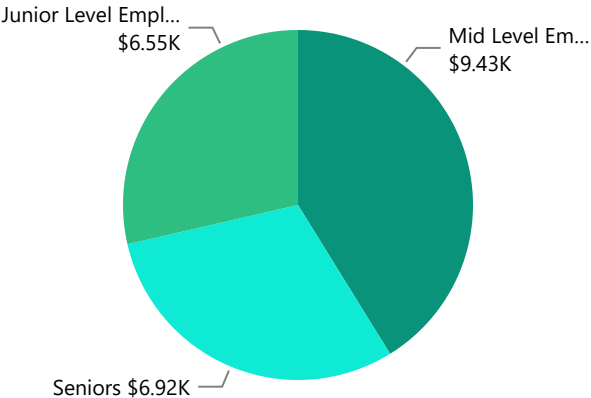
Business Unit

All

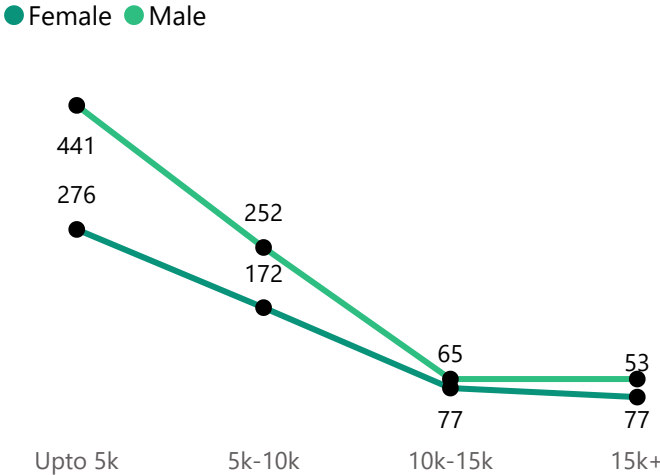
Group

- ☐ Healthcare ...
- ☐ Human Res...
- ☐ Laboratory ...
- ☐ Manager
- ☐ Manufacturi...
- ☐ Research D...
- ☐ Research S...
- ☐ Sales Exec

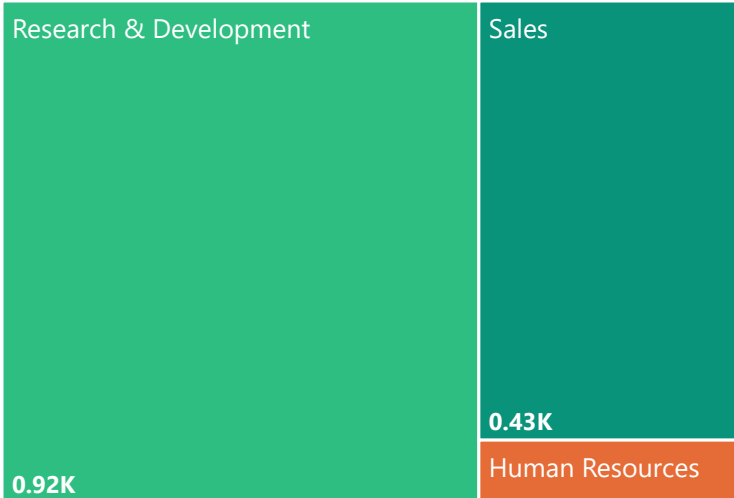
Avg salary by Diversity



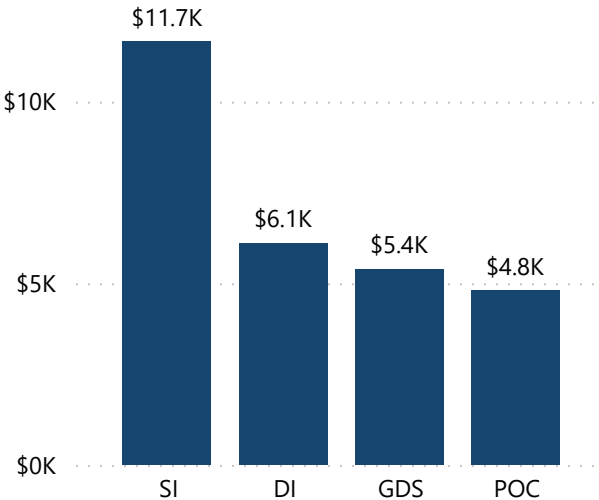
Avg Salary by Age and Gender



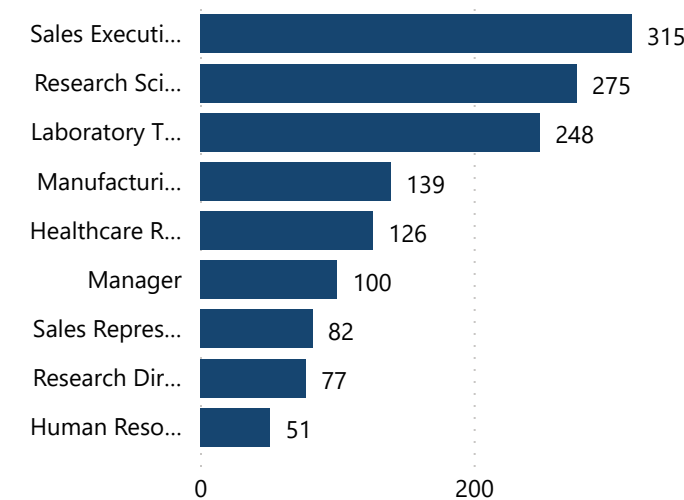
Count of Emp Salaries by Department



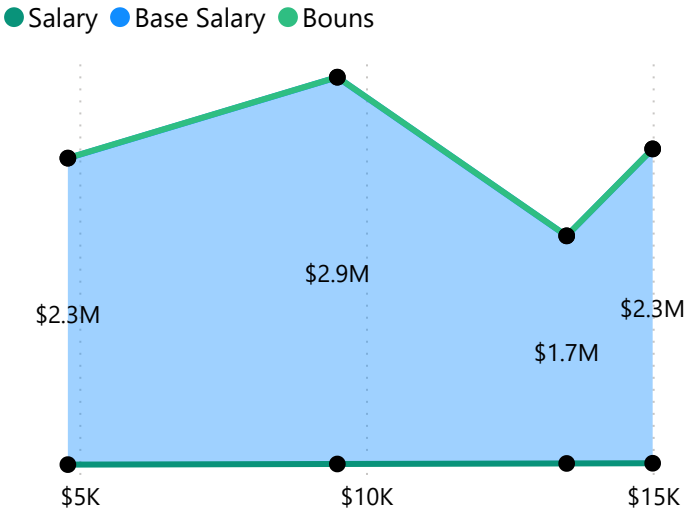
Salary by Organization



Salary by Business Unit



Salary by Grade



# Hires

Hires  
671

Reg.  
566

Temp  
847

Addition  
537

Replacemen  
758

Year

All

Location

All

Organizations

All

Business Unit

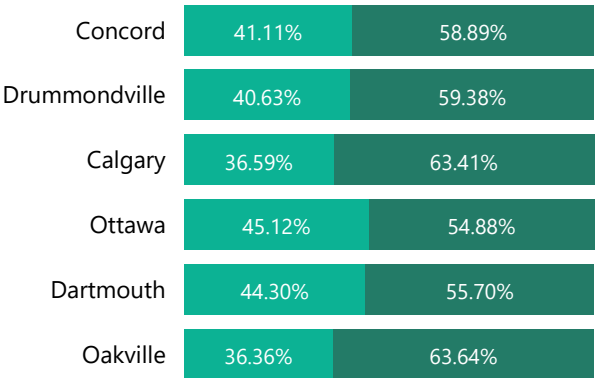
All

Group

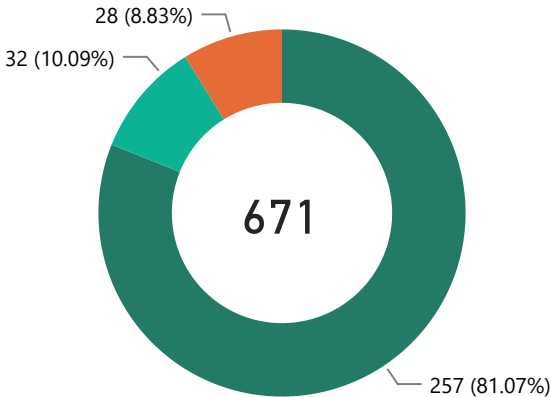
- ☐ Healthcare ...
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- ☐ Manager
- ☐ Manufacturi...
- ☐ Research Di...
- ☐ Research S...
- ☐ Sales Execu...

## Hires by Location

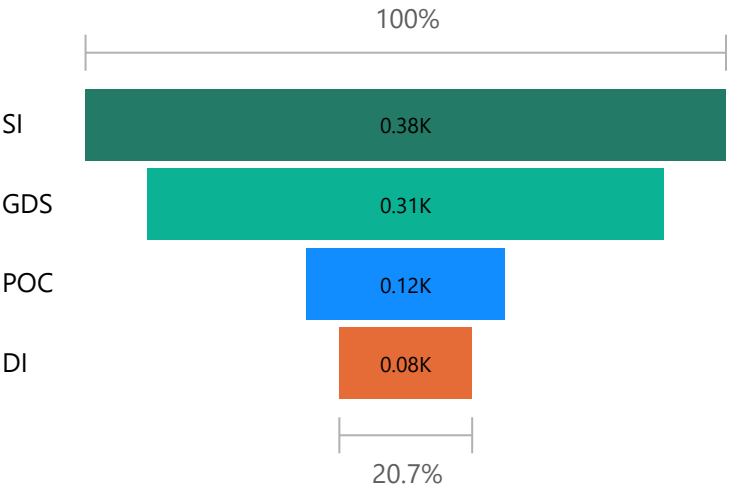
Female Male



## Hires by Organization

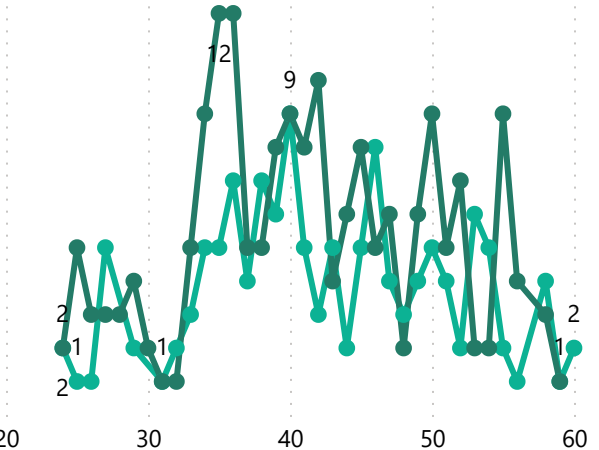


## Hires by Business Unit



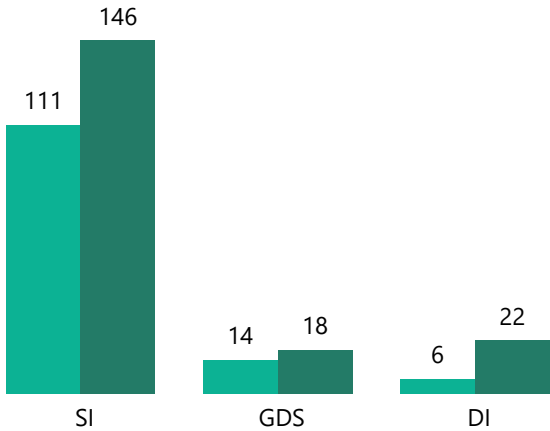
## Hires by Age

Female Male



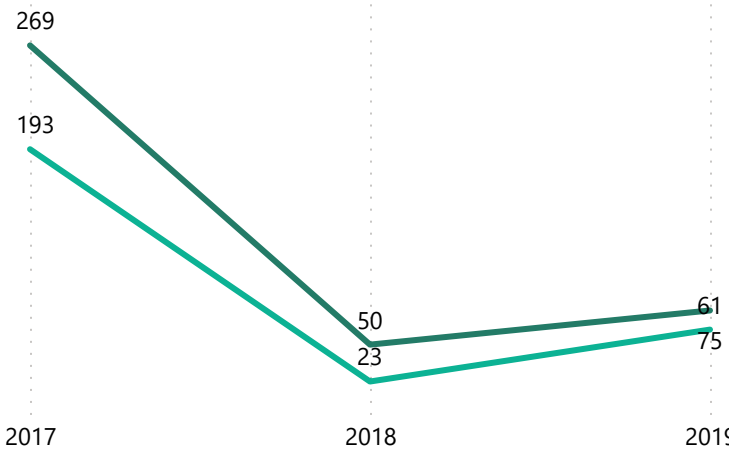
## Hires by Grade

Female Male



## Hires by Month

Female Male



# Hires

Hires  
671

Reg.  
566

Temp  
847

Addition  
537

Replacement  
758

Year

All

Location

All

Organizations

All

Business Unit

All

Group

- ☐ Healthcare ...
- ☐ Human Res...
- ☐ Laboratory T...
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- ☐ Manufacturi...
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- ☐ Research S...
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