

404-3 Percentage of employees receiving regular performance and career development reviews

Air Canada, including Air Canada Rouge® and Air Canada Vacations®

	Units	2018				2017			
		Non-management		Management		Non-management		Management	
		Female	Male	Female	Male	Female	Male	Female	Male
Percentage of total employees who received a regular performance and career development review during the reporting period	% employees	1.7%	5.7%	87.1%	94.4%	1.2%	5.5%	83.7%	91.7%

2018 numbers include: (1) Air Canada management-administrative and technical support, (2) Air Canada non-management international, (3) Air Canada Maintenance-aircraft maintenance engineers, formerly LAT5, (4) Air Canada Maintenance-technical data controllers, (5) Air Canada Vacations, and (6) Air Canada Rouge management.