



s.19(1)

s.24(1)

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 QM GP Inc.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) QM Environmental	Business Number [Redacted] Total number of employees in Canada (Permanent Full-time and/or Part-time) 430
Organization's North American Industry Classification System (NAICS) Canada 2012 Code Number. To find your organization's four-digit NAICS code please visit: http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=118464 5629	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 3580 Laird Road, Unit 1, Mississauga, ON L5L 5Z7	City Mississauga	Province ON	Postal Code L5L 5Z7
		Telephone Number 416.253.6000	

EMPLOYMENT EQUITY CONTACT		
Name (print) Barbara Eddy	Title Vice President, Human Resources	
Telephone Number cell 647.467.6446	E-mail Address Barbara.Eddy@QMenv.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/or 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 contact the Labour Program at the email address provided at the bottom of this form.
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) Barbara Eddy	Title Vice President, Human Resources	
Telephone Number 647.467.6446	E-mail Address Barbara.Eddy@QMenv.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Signature [Redacted]	Date (YYYY-MM-DD) April 3, 2020	

Privacy Notice: The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> 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.
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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@hrscd-rhdcc.gc.ca



FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2016-03-29 to 2018-10-31

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)



	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	70	34	0	104	Calgary	24	2	0	26
Manitoba	3	0	0	3	Edmonton	22	0	0	22
British Columbia	65	8	0	73	Toronto	53	0	0	53
Saskatchewan	7	1	0	8	Vancouver	47	5	0	52
Alberta	46	2	0	48	Ottawa - Gatineau	2	5	0	7
Total Employees in Canada				236	Peterborough	2	0	0	2
					Hamilton	13	29	0	42
					Saskatoon	7	1	0	8
					Victoria	16	0	0	16
					B.C. less CMAs	2	3	0	5
					Man. less CMA	3	0	0	3
					Total Employees in Canada				236



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-03-29 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	19	16	3							1	1	
	Total	19	16	3							1	1	
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	32	22	10	1		1	1	1		7	6	1
	Total	32	22	10	1		1	1	1		7	6	1
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	17	10	7	1	1					2	2	
	Total	17	10	7	1	1					2	2	
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	9	8	1	1	1					3	3	
	Total	9	8	1	1	1					3	3	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-03-29 to 2018-10-31

606900

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	18	16	2	2	2		1	1		1		1
	Total	18	16	2	2	2		1	1		1		1
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	37	37		2	2					3	3	
	Total	37	37		2	2					3	3	
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	5	6	1		1	1		1	3	2	1
	Total	11	5	6	1		1	1		1	3	2	1
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-03-29 to 2018-10-31

006610

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	14	7	7	1		1				3	1	2
	Total	14	7	7	1		1				3	1	2
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	6										
	Total	6	6										
Other Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	27	25	2	4	4		1	1		9	8	1
	Total	27	25	2	4	4		1	1		9	8	1
Total Number of Employees		191	153	38	13	10	3	4	3	1	32	26	6



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-03-29 to 2018-10-31

006611

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	2	3									
	Total	5	2	3									
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	40	37	3	1	1							
	Total	40	37	3	1	1							
Total Number of Employees		45	39	6	1	1							



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 2016-03-29 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	191	153	38	13	10	3	4	3	1	32	26	6
Total Number of Employees	191	153	38	13	10	3	4	3	1	32	26	6



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / National

Reporting Period 2016-03-29 to 2018-10-31

006613

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	45	39	6	1	1							
Total Number of Employees	45	39	6	1	1							



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-03-29 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	16	15	1									
Middle and Other Managers	42	35	7	1		1	1	1		6	6	
Professionals	21	16	5	1	1					2	2	
Semi-Professionals and Technicians	12	12								2	2	
Supervisors	12	10	2	1	1					1		1
Supervisors: Crafts and Trades	57	57		1	1					1	1	
Administrative and Senior Clerical Personnel	15	11	4	1		1				3	2	1
Skilled Crafts and Trades Workers	2	2										
Clerical Personnel	22	15	7	1		1				2		2
Semi-Skilled Manual Workers	6	6										
Other Manual Workers	121	121		2	2		1	1		3	3	
Total Number of Employees Hired	326	300	26	8	5	3	2	2		20	16	4



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / National

Reporting Period 2016-03-29 to 2018-10-31

006615

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	1	1										
Clerical Personnel	5	2	3									
Semi-Skilled Manual Workers	50	48	2	1	1							
Total Number of Employees Hired	56	51	5	1	1							



Quantum Murray LP (certificate # 10000028)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-03-29 to 2018-10-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	13	9	4							1	1	
Middle and Other Managers	7	4	3									
Professionals	7	4	3							1	1	
Semi-Professionals and Technicians	4	3	1	1	1							
Supervisors	5	5		1	1		1	1				
Supervisors: Crafts and Trades	5	5										
Clerical Personnel	1		1									
Semi-Skilled Manual Workers	1	1										
Other Manual Workers	2	1	1							1	1	
Total Number of Employees Promoted	45	32	13	2	2		1	1		3	3	
Total Number of Promotions	49	34	15	3	3		1	1		3	3	



Quantum Murray LP (certificate # 10000028)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / National
Reporting Period 2016-03-29 to 2018-10-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Promoted	1	1										
Total Number of Promotions	1	1										



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-03-29 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	31	27	4									
Middle and Other Managers	58	55	3							2	2	
Professionals	16	15	1							1	1	
Semi-Professionals and Technicians	20	20					1	1		1	1	
Supervisors	13	12	1							1		1
Supervisors: Crafts and Trades	90	90										
Administrative and Senior Clerical Personnel	20	17	3							2	1	1
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	27	23	4							2		2
Semi-Skilled Manual Workers	5	5										
Other Manual Workers	164	164		2	2					8	8	
Total Number of Employees Terminated	445	429	16	2	2		1	1		17	13	4



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2016-03-29 to 2018-10-31

006619

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	1	1										
Semi-Skilled Manual Workers	58	56	2									
Total Number of Employees Terminated	59	57	2									



Workplace Equity Information Management System - Quantum Murray LP

Workforce Analysis - Detailed Report

Date: 2018-10-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	19	3	15.8 %	27.6 %	5	-2	National
02 : Middle and Other Managers	National	32	10	31.3 %	39.4 %	13	-3	National
03 : Professionals		17	7	41.2 %	45.8 %	8	-1	
1111 : Financial auditors and accountants	National	3	2	66.7 %	56.0 %	2	0	National
1112 : Financial and investment analysts	National	1	1	100.0 %	44.9 %	0	1	National
1121 : Human resources professionals	National	3	2	66.7 %	73.2 %	2	0	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	11.1 %	0	0	National
2154 : Land surveyors	National	1	0	0.0 %	8.2 %	0	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	27.7 %	1	-1	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	5	2	40.0 %	45.4 %	2	0	National
4162 : Economists and economic policy researchers and analysts	National	1	0	0.0 %	43.8 %	0	0	National
04 : Semi-Professionals and Technicians		9	1	11.1 %	34.2 %	3	-2	
2234 : Construction estimators	Ontario	1	0	0.0 %	12.7 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	3	1	33.3 %	38.6 %	1	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	2	0	0.0 %	36.3 %	1	-1	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	0	0.0 %	42.6 %	1	-1	Ontario
2281 : Computer network technicians	Alberta	1	0	0.0 %	21.4 %	0	0	Alberta
05 : Supervisors		18	2	11.1 %	54.9 %	10	-8	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	53.8 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	53.4 %	1	-1	Edmonton
Employment Equity Occupational Group	Hamilton	5	0	0.0 %	55.8 %	3	-3	Hamilton
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	51.8 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	3	0	0.0 %	61.3 %	2	-2	Saskatoon
Employment Equity Occupational Group	Toronto	3	1	33.3 %	52.0 %	2	-1	Toronto



Workplace Equity Information Management System - Quantum Murray LP

Workforce Analysis - Detailed Report

Date: 2018-10-31

006621

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Vancouver	4	1	25.0 %	52.5 %	2	-1	Vancouver
06 : Supervisors: Crafts and Trades		37	0	0.0 %	4.4 %	2	-2	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	British Columbia	4	0	0.0 %	7.2 %	0	0	British Columbia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Ontario	6	0	0.0 %	5.9 %	0	0	Ontario
7302 : Contractors and supervisors, heavy equipment operator crews	Alberta	13	0	0.0 %	4.3 %	1	-1	Alberta
7302 : Contractors and supervisors, heavy equipment operator crews	British Columbia	10	0	0.0 %	3.1 %	0	0	British Columbia
7302 : Contractors and supervisors, heavy equipment operator crews	Ontario	3	0	0.0 %	3.0 %	0	0	Ontario
7302 : Contractors and supervisors, heavy equipment operator crews	Saskatchewan	1	0	0.0 %	1.8 %	0	0	Saskatchewan
07 : Administrative and Senior Clerical Personnel		11	6	54.5 %	81.4 %	9	-3	
Employment Equity Occupational Group	Calgary	4	3	75.0 %	81.2 %	3	0	Calgary
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	84.2 %	1	0	Edmonton
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	82.6 %	1	-1	Hamilton
Employment Equity Occupational Group	Saskatoon	1	1	100.0 %	84.4 %	1	0	Saskatoon
Employment Equity Occupational Group	Toronto	1	0	0.0 %	79.1 %	1	-1	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	78.9 %	2	-2	Vancouver
Employment Equity Occupational Group	Victoria	1	1	100.0 %	82.5 %	1	0	Victoria
09 : Skilled Crafts and Trades Workers		1	0	0.0 %	12.5 %	0	0	
9243 : Water and waste treatment plant operators	British Columbia	1	0	0.0 %	12.5 %	0	0	British Columbia
10 : Clerical Personnel		19	10	52.6 %	68.2 %	13	-3	
Employment Equity Occupational Group	Hamilton	9	6	66.7 %	70.0 %	6	0	Hamilton
Employment Equity Occupational Group	Toronto	8	3	37.5 %	65.5 %	5	-2	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	70.6 %	1	0	Vancouver
12 : Semi-Skilled Manual Workers		46	3	6.5 %	16.2 %	7	-4	
Employment Equity Occupational Group	B.C. less CMAs	3	0	0.0 %	14.3 %	0	0	B.C. less CMAs



Workplace Equity Information Management System - Quantum Murray LP

Workforce Analysis - Detailed Report

Date: 2018-10-31

006622

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Calgary	3	0	0.0 %	14.4 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	14.9 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	24	1	4.2 %	17.7 %	4	-3	Hamilton
Employment Equity Occupational Group	Ottawa - Gatineau	6	1	16.7 %	11.8 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	15.8 %	0	0	Saskatoon
Employment Equity Occupational Group	Vancouver	8	1	12.5 %	16.4 %	1	0	Vancouver
14 : Other Manual Workers		27	2	7.4 %	20.0 %	5	-3	
Employment Equity Occupational Group	Calgary	4	0	0.0 %	17.6 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	10	1	10.0 %	18.1 %	2	-1	Edmonton
Employment Equity Occupational Group	Vancouver	6	1	16.7 %	27.9 %	2	-1	Vancouver
Employment Equity Occupational Group	Victoria	7	0	0.0 %	17.6 %	1	-1	Victoria
Total		236	44	18.6 %	31.8 %	75	-31	

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 - Quantum Murray LP

Workforce Analysis - Detailed Report

Date: 2018-10-31

006623

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	19	0	0.0 %	3.2 %	1	-1	National
02 : Middle and Other Managers	National	32	1	3.1 %	2.7 %	1	0	National
03 : Professionals		17	1	5.9 %	2.2 %	0	1	
1111 : Financial auditors and accountants	National	3	0	0.0 %	1.4 %	0	0	National
1112 : Financial and investment analysts	National	1	0	0.0 %	0.8 %	0	0	National
1121 : Human resources professionals	National	3	0	0.0 %	3.1 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	0.8 %	0	0	National
2154 : Land surveyors	National	1	0	0.0 %	3.8 %	0	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	1.3 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	5	1	20.0 %	2.9 %	0	1	National
4162 : Economists and economic policy researchers and analysts	National	1	0	0.0 %	1.8 %	0	0	National
04 : Semi-Professionals and Technicians		9	1	11.1 %	4.7 %	0	1	
2234 : Construction estimators	Ontario	1	0	0.0 %	2.3 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	3	1	33.3 %	5.9 %	0	1	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	2	0	0.0 %	6.8 %	0	0	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	0	0.0 %	3.0 %	0	0	Ontario
2281 : Computer network technicians	Alberta	1	0	0.0 %	2.4 %	0	0	Alberta
05 : Supervisors		18	2	11.1 %	3.2 %	1	1	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	4.5 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	5	1	20.0 %	1.4 %	0	1	Hamilton
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	3	1	33.3 %	9.0 %	0	1	Saskatoon
Employment Equity Occupational Group	Toronto	3	0	0.0 %	0.9 %	0	0	Toronto



Workforce Analysis - Detailed Report

Date: 2018-10-31

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Vancouver	4	0	0.0 %	2.7 %	0	0	Vancouver
06 : Supervisors: Crafts and Trades		37	2	5.4 %	6.3 %	2	0	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	British Columbia	4	1	25.0 %	5.3 %	0	1	British Columbia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Ontario	6	0	0.0 %	2.7 %	0	0	Ontario
7302 : Contractors and supervisors, heavy equipment operator crews	Alberta	13	0	0.0 %	7.6 %	1	-1	Alberta
7302 : Contractors and supervisors, heavy equipment operator crews	British Columbia	10	0	0.0 %	7.2 %	1	-1	British Columbia
7302 : Contractors and supervisors, heavy equipment operator crews	Ontario	3	1	33.3 %	4.1 %	0	1	Ontario
7302 : Contractors and supervisors, heavy equipment operator crews	Saskatchewan	1	0	0.0 %	10.8 %	0	0	Saskatchewan
07 : Administrative and Senior Clerical Personnel		11	1	9.1 %	3.0 %	0	1	
Employment Equity Occupational Group	Calgary	4	0	0.0 %	2.9 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	4.7 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.3 %	0	0	Hamilton
Employment Equity Occupational Group	Saskatoon	1	1	100.0 %	7.1 %	0	1	Saskatoon
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	2.1 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	3.5 %	0	0	Victoria
09 : Skilled Crafts and Trades Workers		1	0	0.0 %	11.3 %	0	0	
9243 : Water and waste treatment plant operators	British Columbia	1	0	0.0 %	11.3 %	0	0	British Columbia
10 : Clerical Personnel		19	1	5.3 %	1.5 %	0	1	
Employment Equity Occupational Group	Hamilton	9	1	11.1 %	1.9 %	0	1	Hamilton
Employment Equity Occupational Group	Toronto	8	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	2.7 %	0	0	Vancouver
12 : Semi-Skilled Manual Workers		46	1	2.2 %	3.5 %	2	-1	
Employment Equity Occupational Group	B.C. less CMAs	3	0	0.0 %	12.7 %	0	0	B.C. less CMAs



Workplace Equity Information Management System - Quantum Murray LP

Workforce Analysis - Detailed Report

Date: 2018-10-31

006625

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Calgary	3	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	6.2 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	24	1	4.2 %	2.3 %	1	0	Hamilton
Employment Equity Occupational Group	Ottawa - Gatineau	6	0	0.0 %	3.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	9.5 %	0	0	Saskatoon
Employment Equity Occupational Group	Vancouver	8	0	0.0 %	2.7 %	0	0	Vancouver
14 : Other Manual Workers		27	4	14.8 %	7.0 %	2	2	
Employment Equity Occupational Group	Calgary	4	0	0.0 %	5.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	10	1	10.0 %	8.3 %	1	0	Edmonton
Employment Equity Occupational Group	Vancouver	6	1	16.7 %	4.3 %	0	1	Vancouver
Employment Equity Occupational Group	Victoria	7	2	28.6 %	8.5 %	1	1	Victoria
Total		236	14	5.9 %	4.0 %	9	5	

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 - Quantum Murray LP

Workforce Analysis - Detailed Report

Date: 2018-10-31

006626

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	19	1	5.3 %	11.5 %	2	-1	National
02 : Middle and Other Managers	National	32	7	21.9 %	17.6 %	6	1	National
03 : Professionals		17	2	11.8 %	24.7 %	4	-2	
1111 : Financial auditors and accountants	National	3	0	0.0 %	32.3 %	1	-1	National
1112 : Financial and investment analysts	National	1	0	0.0 %	37.8 %	0	0	National
1121 : Human resources professionals	National	3	0	0.0 %	16.7 %	1	-1	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	42.7 %	0	0	National
2154 : Land surveyors	National	1	0	0.0 %	9.1 %	0	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	38.6 %	1	-1	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	5	2	40.0 %	15.0 %	1	1	National
4162 : Economists and economic policy researchers and analysts	National	1	0	0.0 %	30.4 %	0	0	National
04 : Semi-Professionals and Technicians		9	3	33.3 %	16.6 %	1	2	
2234 : Construction estimators	Ontario	1	0	0.0 %	18.2 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	3	0	0.0 %	10.7 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	2	0	0.0 %	15.7 %	0	0	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	2	100.0 %	18.0 %	0	2	Ontario
2281 : Computer network technicians	Alberta	1	1	100.0 %	31.4 %	0	1	Alberta
05 : Supervisors		18	1	5.6 %	32.1 %	6	-5	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	36.7 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	34.5 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	5	0	0.0 %	14.0 %	1	-1	Hamilton
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	16.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	3	0	0.0 %	22.4 %	1	-1	Saskatoon
Employment Equity Occupational Group	Toronto	3	1	33.3 %	51.5 %	2	-1	Toronto



Workforce Analysis - Detailed Report

Date: 2018-10-31

006627

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	Vancouver	4	0	0.0 %	49.6 %	2	-2	Vancouver
06 : Supervisors: Crafts and Trades		37	3	8.1 %	10.6 %	4	-1	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	British Columbia	4	0	0.0 %	23.0 %	1	-1	British Columbia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Ontario	6	1	16.7 %	15.7 %	1	0	Ontario
7302 : Contractors and supervisors, heavy equipment operator crews	Alberta	13	1	7.7 %	6.3 %	1	0	Alberta
7302 : Contractors and supervisors, heavy equipment operator crews	British Columbia	10	1	10.0 %	9.9 %	1	0	British Columbia
7302 : Contractors and supervisors, heavy equipment operator crews	Ontario	3	0	0.0 %	7.9 %	0	0	Ontario
7302 : Contractors and supervisors, heavy equipment operator crews	Saskatchewan	1	0	0.0 %	1.6 %	0	0	Saskatchewan
07 : Administrative and Senior Clerical Personnel		11	3	27.3 %	22.6 %	2	1	
Employment Equity Occupational Group	Calgary	4	0	0.0 %	20.6 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	16.9 %	0	1	Edmonton
Employment Equity Occupational Group	Hamilton	1	1	100.0 %	11.3 %	0	1	Hamilton
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	8.2 %	0	0	Saskatoon
Employment Equity Occupational Group	Toronto	1	0	0.0 %	40.6 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	39.9 %	1	0	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	9.7 %	0	0	Victoria
09 : Skilled Crafts and Trades Workers		1	0	0.0 %	10.4 %	0	0	
9243 : Water and waste treatment plant operators	British Columbia	1	0	0.0 %	10.4 %	0	0	British Columbia
10 : Clerical Personnel		19	3	15.8 %	32.8 %	6	-3	
Employment Equity Occupational Group	Hamilton	9	0	0.0 %	12.6 %	1	-1	Hamilton
Employment Equity Occupational Group	Toronto	8	3	37.5 %	52.2 %	4	-1	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	46.7 %	1	-1	Vancouver
12 : Semi-Skilled Manual Workers		46	0	0.0 %	26.1 %	12	-12	
Employment Equity Occupational Group	B.C. less CMAs	3	0	0.0 %	4.6 %	0	0	B.C. less CMAs



Workplace Equity Information Management System - Quantum Murray LP

Workforce Analysis - Detailed Report

Date: 2018-10-31

006628

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	Calgary	3	0	0.0 %	40.1 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	28.4 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	24	0	0.0 %	19.6 %	5	-5	Hamilton
Employment Equity Occupational Group	Ottawa - Gatineau	6	0	0.0 %	20.4 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	17.8 %	0	0	Saskatoon
Employment Equity Occupational Group	Vancouver	8	0	0.0 %	53.4 %	4	-4	Vancouver
14 : Other Manual Workers		27	9	33.3 %	27.0 %	7	2	
Employment Equity Occupational Group	Calgary	4	0	0.0 %	31.2 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	10	6	60.0 %	24.5 %	2	4	Edmonton
Employment Equity Occupational Group	Vancouver	6	1	16.7 %	50.9 %	3	-2	Vancouver
Employment Equity Occupational Group	Victoria	7	2	28.6 %	7.7 %	1	1	Victoria
Total		236	32	13.6 %	21.7 %	50	-18	

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 - Quantum Murray LP

Workforce Analysis - Detailed Report

Date: 2018-10-31

006629

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	51	1	2.0 %	5.0 %	3	-2	National
03 : Professionals	National	17	0	0.0 %	8.9 %	2	-2	National
04 : Semi-Professionals and Technicians	National	9	0	0.0 %	7.6 %	1	-1	National
05 : Supervisors	National	18	1	5.6 %	27.5 %	5	-4	National
06 : Supervisors: Crafts and Trades	National	37	0	0.0 %	10.1 %	4	-4	National
07 : Administrative and Senior Clerical Personnel	National	11	1	9.1 %	10.0 %	1	0	National
09 : Skilled Crafts and Trades Workers	National	1	0	0.0 %	7.8 %	0	0	National
10 : Clerical Personnel	National	19	0	0.0 %	9.3 %	2	-2	National
12 : Semi-Skilled Manual Workers	National	46	0	0.0 %	10.3 %	5	-5	National
14 : Other Manual Workers	National	27	1	3.7 %	6.8 %	2	-1	National
Total		236	4	1.7 %	9.7 %	25	-21	

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: 2018-10-31

006630

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
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: 2018-10-31

006631

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
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 - Quantum Murray LP

Workforce Analysis - Summary Report

Date: 2018-10-31

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	#	%	
01 : Senior Managers	19	3	15.8 %	27.6 %	5	-2
02 : Middle and Other Managers	32	10	31.3 %	39.4 %	13	-3
03 : Professionals	17	7	41.2 %	45.8 %	8	-1
04 : Semi-Professionals and Technicians	9	1	11.1 %	34.2 %	3	-2
05 : Supervisors	18	2	11.1 %	54.9 %	10	-8
06 : Supervisors: Crafts and Trades	37	0	0.0 %	4.4 %	2	-2
07 : Administrative and Senior Clerical Personnel	11	6	54.5 %	81.4 %	9	-3
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	12.5 %	0	0
10 : Clerical Personnel	19	10	52.6 %	68.2 %	13	-3
12 : Semi-Skilled Manual Workers	46	3	6.5 %	16.2 %	7	-4
14 : Other Manual Workers	27	2	7.4 %	20.0 %	5	-3
Total	236	44	18.6 %	31.8 %	75	-31

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Quantum Murray LP

Workforce Analysis - Summary Report

Date: 2018-10-31

006633

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	19	0	0.0 %	3.2 %	1	-1
02 : Middle and Other Managers	32	1	3.1 %	2.7 %	1	0
03 : Professionals	17	1	5.9 %	2.2 %	0	1
04 : Semi-Professionals and Technicians	9	1	11.1 %	4.7 %	0	1
05 : Supervisors	18	2	11.1 %	3.2 %	1	1
06 : Supervisors: Crafts and Trades	37	2	5.4 %	6.3 %	2	0
07 : Administrative and Senior Clerical Personnel	11	1	9.1 %	3.0 %	0	1
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	11.3 %	0	0
10 : Clerical Personnel	19	1	5.3 %	1.5 %	0	1
12 : Semi-Skilled Manual Workers	46	1	2.2 %	3.5 %	2	-1
14 : Other Manual Workers	27	4	14.8 %	7.0 %	2	2
Total	236	14	5.9 %	4.0 %	9	5

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-10-31

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	19	1	5.3 %	11.5 %	2	-1
02 : Middle and Other Managers	32	7	21.9 %	17.6 %	6	1
03 : Professionals	17	2	11.8 %	24.7 %	4	-2
04 : Semi-Professionals and Technicians	9	3	33.3 %	16.6 %	1	2
05 : Supervisors	18	1	5.6 %	32.1 %	6	-5
06 : Supervisors: Crafts and Trades	37	3	8.1 %	10.6 %	4	-1
07 : Administrative and Senior Clerical Personnel	11	3	27.3 %	22.6 %	2	1
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	10.4 %	0	0
10 : Clerical Personnel	19	3	15.8 %	32.8 %	6	-3
12 : Semi-Skilled Manual Workers	46	0	0.0 %	26.1 %	12	-12
14 : Other Manual Workers	27	9	33.3 %	27.0 %	7	2
Total	236	32	13.6 %	21.7 %	50	-18

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-10-31

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	51	1	2.0 %	5.0 %	3	-2
03 : Professionals	17	0	0.0 %	8.9 %	2	-2
04 : Semi-Professionals and Technicians	9	0	0.0 %	7.6 %	1	-1
05 : Supervisors	18	1	5.6 %	27.5 %	5	-4
06 : Supervisors: Crafts and Trades	37	0	0.0 %	10.1 %	4	-4
07 : Administrative and Senior Clerical Personnel	11	1	9.1 %	10.0 %	1	0
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	7.8 %	0	0
10 : Clerical Personnel	19	0	0.0 %	9.3 %	2	-2
12 : Semi-Skilled Manual Workers	46	0	0.0 %	10.3 %	5	-5
14 : Other Manual Workers	27	1	3.7 %	6.8 %	2	-1
Total	236	4	1.7 %	9.7 %	25	-21

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-10-31

006636

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
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 - Summary Report

Date: 2018-10-31

006637

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
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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Quantum Murray LP

[Date: 2018-01-18]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	29

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	31

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	9	0	27.4
02	Middle & Other Managers	44	6	38.9
03	Professionals	17	7	59.1
04	Semi-Professionals & Technicians	19	2	19.1
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	114	7	6.5
07	Administrative & Senior Clerical Personnel	20	13	80.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	15	7	68.4
11	Intermediate Sales & Service Personnel	2	2	67.1
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	182	14	27.0
Total		422	58	27.9

Table 5: Women

Subsequent/Current Workforce Analysis

All Employees		Women	
		Representation	Availability*
#	#	%	
19	3	27.6	
32	10	39.4	
17	7	45.8	
9	1	34.2	
18	2	54.9	
37	0	4.4	
11	6	81.4	
0	0	0.0	
1	0	12.5	
19	10	68.2	
0	0	0.0	
46	3	16.2	
0	0	0.0	
27	2	20.0	
236	44	31.8	

*** Source:**

2011 National Household Survey

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Quantum Murray LP
[Date: 2018-01-18]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	29

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	31

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
01	Senior Managers	9	0	2.9
02	Middle & Other Managers	44	0	2.2
03	Professionals	17	1	1.8
04	Semi-Professionals & Technicians	19	1	1.4
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	114	2	3.9
07	Administrative & Senior Clerical Personnel	20	0	2.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	15	0	2.0
11	Intermediate Sales & Service Personnel	2	0	1.6
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	182	14	3.4
Total		422	18	3.1

		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
	19	0	3.2	
	32	1	2.7	
	17	1	2.2	
	9	1	4.7	
	18	2	3.2	
	37	2	6.3	
	11	1	3.0	
	0	0	0.0	
	1	0	11.3	
	19	1	1.5	
	0	0	0.0	
	46	1	3.5	
	0	0	0.0	
	27	4	7.0	
	236	14	4.0	

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Quantum Murray LP
[Date: 2018-01-18]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	29

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	31

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	9	1	10.1
02	Middle & Other Managers	44	3	15.0
03	Professionals	17	3	22.7
04	Semi-Professionals & Technicians	19	4	23.2
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	114	11	11.1
07	Administrative & Senior Clerical Personnel	20	3	26.3
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	15	3	40.6
11	Intermediate Sales & Service Personnel	2	0	15.8
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	182	61	39.8
Total		422	89	26.7

		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
	19	1	11.5	
	32	7	17.6	
	17	2	24.7	
	9	3	16.6	
	18	1	32.1	
	37	3	10.6	
	11	3	22.6	
	0	0	0.0	
	1	0	10.4	
	19	3	32.8	
	0	0	0.0	
	46	0	26.1	
	0	0	0.0	
	27	9	27.0	
	236	32	21.7	

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Quantum Murray LP
[Date: 2018-01-18]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	29

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	31

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
01/02	Managers	53	0	4.3
03	Professionals	17	0	3.8
04	Semi-Professionals & Technicians	19	1	4.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	114	0	7.8
07	Administrative & Senior Clerical Personnel	20	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	15	0	7.0
11	Intermediate Sales & Service Personnel	2	0	5.6
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	182	0	5.3
Total		422	1	5.7

		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
	51	1	5.0	
	17	0	8.9	
	9	0	7.6	
	18	1	27.5	
	37	0	10.1	
	11	1	10.0	
	0	0	0.0	
	1	0	7.8	
	19	0	9.3	
	0	0	0.0	
	46	0	10.3	
	0	0	0.0	
	27	1	6.8	
	236	4	9.7	

*** Source:**
2012 Canadian Survey on Disability

*** Source:**
2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Quantum Murray LP
[Date: 2018-01-18]

Start Date of Flow Data		
YYYY	MM	DD
2016	03	29

End Date of Flow Data		
YYYY	MM	DD
2018	10	31

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			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	16	1	0	0
02 Middle & Other Managers	42	7	0	0
03 Professionals	21	5	0	0
04 Semi-Professionals & Technicians	12	0	1	0
05 Supervisors	12	2	0	0
06 Supervisors: Crafts & Trades	57	0	0	0
07 Administrative & Senior Clerical Personnel	15	4	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	2	0	0	0
10 Clerical Personnel	22	7	5	3
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	6	0	50	2
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	121	0	0	0
Total	326	26	56	5

	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
	13	4	0	0
	7	3	0	0
	7	3	0	0
	4	1	0	0
	5	0	0	0
	5	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	1	1	0	0
	0	0	0	0
	1	0	1	0
	0	0	0	0
	2	1	0	0
Total	45	13	1	0

	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
	31	4	0	0
	58	3	0	0
	16	1	0	0
	20	0	1	0
	13	1	0	0
	90	0	0	0
	20	3	0	0
	0	0	0	0
	1	0	0	0
	27	4	0	0
	0	0	0	0
	5	0	58	2
	0	0	0	0
	164	0	0	0
Total	445	16	59	2

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Quantum Murray LP

[Date: 2018-01-18]

Start Date of Flow Data		
YYYY	MM	DD
2016	03	29

End Date of Flow Data		
YYYY	MM	DD
2018	10	31

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	16	0	0	0	13	0	0	0	31	0	0	0
02 Middle & Other Managers	42	1	0	0	7	0	0	0	58	0	0	0
03 Professionals	21	1	0	0	7	0	0	0	16	0	0	0
04 Semi-Professionals & Technicians	12	0	1	0	4	1	0	0	20	0	1	0
05 Supervisors	12	1	0	0	5	1	0	0	13	0	0	0
06 Supervisors: Crafts & Trades	57	1	0	0	5	0	0	0	90	0	0	0
07 Administrative & Senior Clerical Personnel	15	1	0	0	0	0	0	0	20	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	2	0	0	0	0	0	0	0	1	0	0	0
10 Clerical Personnel	22	1	5	0	1	0	0	0	27	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	6	0	50	1	1	0	1	0	5	0	58	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	121	2	0	0	2	0	0	0	164	2	0	0
Total	326	8	56	1	45	2	1	0	445	2	59	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Quantum Murray LP

[Date: 2018-01-18]

Start Date of Flow Data		
YYYY	MM	DD
2016	03	29

End Date of Flow Data		
YYYY	MM	DD
2018	10	31

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	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	16	0	0	0
02 Middle & Other Managers	42	1	0	0
03 Professionals	21	0	0	0
04 Semi-Professionals & Technicians	12	0	1	0
05 Supervisors	12	0	0	0
06 Supervisors: Crafts & Trades	57	0	0	0
07 Administrative & Senior Clerical Personnel	15	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	2	0	0	0
10 Clerical Personnel	22	0	5	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	6	0	50	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	121	1	0	0
Total	326	2	56	0

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
13	0	0	0
7	0	0	0
7	0	0	0
4	0	0	0
5	1	0	0
5	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	1	0
0	0	0	0
2	0	0	0
45	1	1	0

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
31	0	0	0
58	0	0	0
16	0	0	0
20	1	1	0
13	0	0	0
90	0	0	0
20	0	0	0
0	0	0	0
1	0	0	0
27	0	0	0
0	0	0	0
5	0	58	0
0	0	0	0
164	0	0	0
445	1	59	0

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Part 2: Flow Data Analysis
Quantum Murray LP
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Start Date of Flow Data		
YYYY	MM	DD
2016	03	29

End Date of Flow Data		
YYYY	MM	DD
2018	10	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

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	16	0	0	0	13	1	0	0	31	0	0	0
02 Middle & Other Managers	42	6	0	0	7	0	0	0	58	2	0	0
03 Professionals	21	2	0	0	7	1	0	0	16	1	0	0
04 Semi-Professionals & Technicians	12	2	1	0	4	0	0	0	20	1	1	0
05 Supervisors	12	1	0	0	5	0	0	0	13	1	0	0
06 Supervisors: Crafts & Trades	57	1	0	0	5	0	0	0	90	0	0	0
07 Administrative & Senior Clerical Personnel	15	3	0	0	0	0	0	0	20	2	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	2	0	0	0	0	0	0	0	1	0	0	0
10 Clerical Personnel	22	2	5	0	1	0	0	0	27	2	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	6	0	50	0	1	0	1	0	5	0	58	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	121	3	0	0	2	1	0	0	164	8	0	0
Total	326	20	56	0	45	3	1	0	445	17	59	0

Federal Contractors Program Achievement Report

Part 3: Goals

Quantum Murray LP

[Date: 2018-01-18]

006646

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

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
		YYYY-MM-DD	Actual	Projected		Actual	Projected	YYYY-MM-DD		Annually	Over 3 Years	From - To									
		2016-03-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-03-29	Annually	Over 3 Years	2016		2019						
		#	%	%	#	%	%	#	#	%	#	#	%	%							
01	Senior Managers	9	28.3%		0	221.4%		0	0	0	0.0%	0	2	0	27.4%	-2	-2	0.0%	0.0%		
02	Middle & Other Managers	44	-10.1%		0	152.6%		0	0	6	0.0%	0	11	0	38.9%	-11	-11	13.6%	13.6%		
03	Professionals	17	0.0%		0	94.1%		0	0	7	0.0%	0	3	0	59.1%	-3	-3	41.2%	41.2%		
04	Semi-Professionals & Tech	19	-22.0%		0	150.0%		0	0	2	0.0%	0	2	0	19.1%	-2	-2	10.5%	10.5%		
05	Supervisors	0	0.0%		0	144.4%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	114	-31.3%		0	119.2%		0	0	7	0.0%	0	0	0	6.5%	0	0	6.1%	6.1%		
07	Administrative & Sr Clerical	20	-18.1%		0	129.0%		0	0	13	0.0%	0	3	0	80.7%	-3	-3	65.0%	65.0%		
08	Skilled Sales & Service	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	0.0%		0	200.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	15	8.2%		0	158.8%		0	0	7	0.0%	0	3	0	68.4%	-3	-3	46.7%	46.7%		
11	Intermediate Sales & Service	2	-100.0%		0	0.0%		0	0	2	0.0%	0	-1	0	67.1%	1	1	100.0%	100.0%		
12	Semi-Skilled Manual	0	0.0%		0	273.9%		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	#DIV/0!	#DIV/0!		
14	Other Manual Workers	182	-47.1%		0	156.9%		0	0	14	0.0%	0	35	0	27.0%	-35	-35	7.7%	7.7%		
Total		422	-17.6%		0	153.2%		0	0	58	0.0%	0	60	0	27.9%	-60	-60	13.7%	13.7%		

[†] 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 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	1	0.0	Industry is severely male-dominated, particularly at the senior manager/executive level. Extremely difficult to recruit female senior managers given market conditions.
02	Middle & Other Managers	0	40.0	3	0.0	Gap may be smaller than reality, some financial managers reported selves as accountants.
03	Professionals	0	40.0	5	0.0	
04	Semi-Professionals & Tech	0	50.0	2	0.0	Low growth and turnover EEOG for QM LP
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	60.0	2	0.0	Low growth and turnover EEOG for QM LP
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	30.0	20	0.0	We work in a very niche field which is difficult to attract and retain women for manual labour (hazmat abatement).
Total		0		33		

Federal Contractors Program Achievement Report

Part 3: Goals

Quantum Murray LP

[Date: 2018-01-18]

006647

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
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		From - To								
		2016-03-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-03-29	Annually	Over 3 Years	2016		2019						
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01	Senior Managers	9	28.3%		0	221.4%		0	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%		
02	Middle & Other Managers	44	-10.1%		0	152.6%		0	0	0	0.0%	0	1	0	2.2%	-1	-1	0.0%	0.0%		
03	Professionals	17	0.0%		0	94.1%		0	0	1	0.0%	0	-1	0	1.8%	1	1	5.9%	5.9%		
04	Semi-Professionals & Tech	19	-22.0%		0	150.0%		0	0	1	0.0%	0	-1	0	1.4%	1	1	5.3%	5.3%		
05	Supervisors	0	0.0%		0	144.4%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	114	-31.3%		0	119.2%		0	0	2	0.0%	0	2	0	3.9%	-2	-2	1.8%	1.8%		
07	Administrative & Sr Clerical	20	-18.1%		0	129.0%		0	0	0	0.0%	0	0	0	2.2%	0	0	0.0%	0.0%		
08	Skilled Sales & Service	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	0.0%		0	200.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	15	8.2%		0	158.8%		0	0	0	0.0%	0	0	0	2.0%	0	0	0.0%	0.0%		
11	Intermediate Sales & Service	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.6%	0	0	0.0%	0.0%		
12	Semi-Skilled Manual	0	0.0%		0	273.9%		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	#DIV/0!	#DIV/0!		
14	Other Manual Workers	182	-47.1%		0	156.9%		0	0	14	0.0%	0	-8	0	3.4%	8	8	7.7%	7.7%		
Total		422	-17.6%		0	153.2%		0	0	18	0.0%	0	-5	0	3.1%	5	5	4.3%	4.3%		

[†] 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	33.3	1	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	10.0	2	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		3		

Federal Contractors Program Achievement Report

Part 3: Goals

Quantum Murray LP

[Date: 2018-01-18]

006648

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

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	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To YYYY - YYYY						
	2016-03-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-03-29	Annually	Over 3 Years	2016	2019								
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01/02 Managers	53	9.1%		0	187.0%		0	0	0	0.0%	0	2	0	4.3%	-2	-2	0.0%	0.0%		
03 Professionals	17	0.0%		0	94.1%		0	0	0	0.0%	0	1	0	3.8%	-1	-1	0.0%	0.0%		
04 Semi-Professionals & Tech	19	-22.0%		0	150.0%		0	0	1	0.0%	0	0	0	4.6%	0	0	5.3%	5.3%		
05 Supervisors	0	0.0%		0	144.4%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
06 Supervisors: Crafts & Trades	114	-31.3%		0	119.2%		0	0	0	0.0%	0	9	0	7.8%	-9	-9	0.0%	0.0%		
07 Administrative & Sr Clerical	20	-18.1%		0	129.0%		0	0	0	0.0%	0	1	0	3.4%	-1	-1	0.0%	0.0%		
08 Skilled Sales & Service	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	0.0%		0	200.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	15	8.2%		0	158.8%		0	0	0	0.0%	0	1	0	7.0%	-1	-1	0.0%	0.0%		
11 Intermediate Sales & Service	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	5.6%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	0	0.0%		0	273.9%		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	#DIV/0!	#DIV/0!		
14 Other Manual Workers	182	-47.1%		0	156.9%		0	0	0	0.0%	0	10	0	5.3%	-10	-10	0.0%	0.0%		
Total	422	-17.6%		0	153.2%		0	0	1	0.0%	0	23	0	5.7%	-23	-23	0.2%	0.2%		

† 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	0	0.0	3	0.0	
03 Professionals	0	10.0	3	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	20.0	5	0.0	Finding supervisors with disabilities is difficult due to the safety-sensitive nature of our work. Will likely need to find an experienced worker who has incurred a disability later in life.
07 Administrative & Sr Clerical	0	10.0	1	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	25.0	1	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		13		QM LP's work is highly safety sensitive and it is not reasonable to be able to hire workers with disabilities or impairments into front line manual positions.

Federal Contractors Program Achievement Report

Part 3: Goals

Quantum Murray LP

[Date: 2018-01-18]

006649

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

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
		YYYY-MM-DD	Actual	Projected		Actual	Projected	YYYY-MM-DD		Annually	Over 3 Years	From - To									
		2016-03-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-03-29	Annually	Over 3 Years	2016		2019						
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	9	28.3%		0	221.4%		0	0	1	0.0%	0	0	0	10.1%	0	0	11.1%	11.1%		
02	Middle & Other Managers	44	-10.1%		0	152.6%		0	0	3	0.0%	0	4	0	15.0%	-4	-4	6.8%	6.8%		
03	Professionals	17	0.0%		0	94.1%		0	0	3	0.0%	0	1	0	22.7%	-1	-1	17.6%	17.6%		
04	Semi-Professionals & Tech	19	-22.0%		0	150.0%		0	0	4	0.0%	0	0	0	23.2%	0	0	21.1%	21.1%		
05	Supervisors	0	0.0%		0	144.4%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	114	-31.3%		0	119.2%		0	0	11	0.0%	0	2	0	11.1%	-2	-2	9.6%	9.6%		
07	Administrative & Sr Clerical	20	-18.1%		0	129.0%		0	0	3	0.0%	0	2	0	26.3%	-2	-2	15.0%	15.0%		
08	Skilled Sales & Service	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	0.0%		0	200.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	15	8.2%		0	158.8%		0	0	3	0.0%	0	3	0	40.6%	-3	-3	20.0%	20.0%		
11	Intermediate Sales & Service	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	15.8%	0	0	0.0%	0.0%		
12	Semi-Skilled Manual	0	0.0%		0	273.9%		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	#DIV/0!	#DIV/0!		
14	Other Manual Workers	182	-47.1%		0	156.9%		0	0	61	0.0%	0	11	0	39.8%	-11	-11	33.5%	33.5%		
Total		422	-17.6%		0	153.2%		0	0	89	0.0%	0	24	0	26.7%	-24	-24	21.1%	21.1%		

[†] 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 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	0	25.0	4	0.0	
03	Professionals	0	33.0	1	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	20.0	5	0.0	
07	Administrative & Sr Clerical	0	40.0	2	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	25.0	3	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	50.0	20	0.0	Gap may be smaller than actual. Many workers are VM but did not identify in surveys as English is not their primary language.
Total		0		35		

Federal Contractors Program Achievement Report

Part 3: Goals

Quantum Murray LP

[Date: 2018-01-18]

006650

Data for Subsequent/Current 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 9: Women

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current 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
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		From - To								
		2018-10-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-10-31	Annually	Over 3 Years	2018		2021						
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	19	28.3%	0.0%	0	221.4%	5.0%	3	3	3	5.0%	0	2	1	27.6%	27.6%	-2	-1	15.8%	21.1%	
02	Middle & Other Managers	32	-10.1%	0.0%	0	152.6%	5.0%	5	5	10	5.0%	2	5	2	39.4%	39.4%	-3	-3	31.3%	31.3%	
03	Professionals	17	0.0%	0.0%	0	94.1%	5.0%	3	3	7	5.0%	1	2	1	45.8%	45.8%	-1	-1	41.2%	41.2%	
04	Semi-Professionals & Tech	9	-22.0%	0.0%	0	150.0%	5.0%	1	1	1	5.0%	0	2	0	34.2%	34.2%	-2	-2	11.1%	11.1%	
05	Supervisors	18	0.0%	0.0%	0	144.4%	5.0%	3	3	2	5.0%	0	8	2	50.0%	54.9%	-8	-6	11.1%	22.2%	
06	Supervisors: Crafts & Trades	37	-31.3%	0.0%	0	119.2%	5.0%	6	6	0	5.0%	0	2	0	4.4%	4.4%	-2	-2	0.0%	0.0%	
07	Administrative & Sr Clerical	11	-18.1%	0.0%	0	129.0%	5.0%	2	2	6	5.0%	1	4	0		81.4%	-3	-4	54.5%	45.5%	
08	Skilled 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!	
09	Skilled Crafts & Trades	1	0.0%	0.0%	0	200.0%	5.0%	0	0	0	5.0%	0	0	0		12.5%	0	0	0.0%	0.0%	
10	Clerical Personnel	19	8.2%	0.0%	0	158.8%	5.0%	3	3	10	5.0%	2	5	0		68.2%	-3	-5	52.6%	42.1%	
11	Intermediate Sales & Service	0	-100.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	46	0.0%	0.0%	0	273.9%	5.0%	7	7	3	5.0%	0	4	1	16.2%	16.2%	-4	-3	6.5%	8.7%	
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	27	-47.1%	0.0%	0	156.9%	5.0%	4	4	2	5.0%	0	3	1	20.0%	20.0%	-3	-2	7.4%	11.1%	
Total		236	-17.6%		0	153.2%		0	0	44	0.0%	0	31	0		31.8%	-31	-31	18.6%	18.6%	

† 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 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	27.6	27.6	QM's work is highly specialized. These are stretch goals, both short and long term due to availability of females in the industry.
02 Middle & Other Managers	39.4	39.4	QM's work is highly specialized. These are stretch goals, both short and long term due to availability of females in the industry.
03 Professionals	45.8	45.8	QM's work is highly specialized. These are stretch goals, both short and long term due to availability of females in the industry.
04 Semi-Professionals & Tech	34.2	34.2	QM's work is highly specialized. These are stretch goals, both short and long term due to availability of females in the industry.
05 Supervisors	50.0	50.0	QM's work is highly specialized. These are stretch goals, both short and long term due to availability of females in the industry.
06 Supervisors: Crafts & Trades	4.4	4.4	QM's work is highly specialized. These are stretch goals, both short and long term due to availability of females in the industry.
07 Administrative & Sr Clerical	0.0		QM should be able to maintain acceptable levels of females in this EEOG.
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		QM's work is highly specialized. These are stretch goals, both short and long term due to availability of females in the industry.
10 Clerical Personnel	0.0		QM should be able to maintain acceptable levels of females in this EEOG.
11 Intermediate Sales & Service	0.0		
12 Semi-Skilled Manual	16.2	16.2	QM's work is highly specialized. These are stretch goals, both short and long term due to availability of females in the industry.
13 Other Sales & Service	0.0		
14 Other Manual Workers	20.0	20.0	QM's work is highly specialized. These are stretch goals, both short and long term due to availability of females in the industry.
Total	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Quantum Murray LP

[Date: 2018-01-18]

006651

Data for Subsequent/Current 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 11: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current 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
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	YYYY-MM-DD	Actual		Projected	From - To	From - To									
		2018-10-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-31	Annually	Over 3 Years	2018	2021										
		#	%	%	#	%	%	#	#	%	#	#	%	%									
01	Senior Managers	19	28.3%	0.0%	0	221.4%	5.0%	3	3	0	5.0%	0	1	0	3.2%	3.2%	-1	-1	0.0%	0.0%			
02	Middle & Other Managers	32	-10.1%	0.0%	0	152.6%	5.0%	5	5	1	5.0%	0	0	0	2.7%	2.7%	0	0	3.1%	3.1%			
03	Professionals	17	0.0%	0.0%	0	94.1%	5.0%	3	3	1	5.0%	0	-1	0	2.2%	2.2%	1	1	5.9%	5.9%			
04	Semi-Professionals & Tech	9	-22.0%	0.0%	0	150.0%	5.0%	1	1	1	5.0%	0	-1	0	4.7%	4.7%	1	1	11.1%	11.1%			
05	Supervisors	18	0.0%	0.0%	0	144.4%	5.0%	3	3	2	5.0%	0	-1	0	3.2%	3.2%	1	1	11.1%	11.1%			
06	Supervisors: Crafts & Trades	37	-31.3%	0.0%	0	119.2%	5.0%	6	6	2	5.0%	0	0	0	6.3%	6.3%	0	0	5.4%	5.4%			
07	Administrative & Sr Clerical	11	-18.1%	0.0%	0	129.0%	5.0%	2	2	1	5.0%	0	-1	0	3.0%	3.0%	1	1	9.1%	9.1%			
08	Skilled 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!			
09	Skilled Crafts & Trades	1	0.0%	0.0%	0	200.0%	5.0%	0	0	0	5.0%	0	0	0	11.3%	11.3%	0	0	0.0%	0.0%			
10	Clerical Personnel	19	8.2%	0.0%	0	158.8%	5.0%	3	3	1	5.0%	0	-1	0	1.5%	1.5%	1	1	5.3%	5.3%			
11	Intermediate Sales & Service	0	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	46	0.0%	0.0%	0	273.9%	5.0%	7	7	1	5.0%	0	1	0	3.5%	3.5%	-1	-1	2.2%	2.2%			
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	27	-47.1%	0.0%	0	156.9%	5.0%	4	4	4	5.0%	1	-1	0	7.0%	7.0%	2	1	14.8%	11.1%			
Total		236	-17.6%	0.0%	0	153.2%	5.0%	0	0	14	0.0%	0	-5	0	4.0%	4.0%	5	5	5.9%	5.9%			

† 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 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	3.2	3.2	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
02	Middle & Other Managers	0.0	0.0	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
03	Professionals	0.0	0.0	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
04	Semi-Professionals & Tech	0.0	0.0	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
05	Supervisors	0.0	0.0	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
06	Supervisors: Crafts & Trades	0.0	0.0	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
07	Administrative & Sr Clerical	0.0	0.0	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
08	Skilled Sales & Service	0.0	0.0	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
09	Skilled Crafts & Trades	0.0	0.0	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
10	Clerical Personnel	0.0	0.0	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
11	Intermediate Sales & Service	0.0	0.0	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
12	Semi-Skilled Manual	3.5	3.5	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
13	Other Sales & Service	0.0	0.0	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
14	Other Manual Workers	0.0	0.0	QM will continue to work closely with Indigenous People's across Canada to improve representation in all EEOG's.
Total		0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Quantum Murray LP

[Date: 2018-01-18]

006652

Data for Subsequent/Current 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 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees								Subsequent/Current 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	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	YYYY - YYYY						
	2018-10-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-31	Annually	Over 3 Years	2018	2021	%	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01/02 Managers	51	9.1%	0.0%	0	187.0%	5.0%	8	8	1	5.0%	0	2	0	5.0%	5.0%	-2	-2	2.0%	2.0%	
03 Professionals	17	0.0%	0.0%	0	94.1%	5.0%	3	3	0	5.0%	0	2	0	8.9%	8.9%	-2	-2	0.0%	0.0%	
04 Semi-Professionals & Tech	9	-22.0%	0.0%	0	150.0%	5.0%	1	1	0	5.0%	0	1	0	7.6%	7.6%	-1	-1	0.0%	0.0%	
05 Supervisors	18	0.0%	0.0%	0	144.4%	5.0%	3	3	1	5.0%	0	4	1	27.5%	27.5%	-4	-3	5.6%	11.1%	
06 Supervisors: Crafts & Trades	37	-31.3%	0.0%	0	119.2%	5.0%	6	6	0	5.0%	0	4	1	10.1%	10.1%	-4	-3	0.0%	2.7%	
07 Administrative & Sr Clerical	11	-18.1%	0.0%	0	129.0%	5.0%	2	2	1	5.0%	0	0	0	10.0%	10.0%	0	0	9.1%	9.1%	
08 Skilled 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!	
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	200.0%	5.0%	0	0	0	5.0%	0	0	0	7.8%	7.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	19	8.2%	0.0%	0	158.8%	5.0%	3	3	0	5.0%	0	2	0	9.3%	9.3%	-2	-2	0.0%	0.0%	
11 Intermediate Sales & Service	0	-100.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	46	0.0%	0.0%	0	273.9%	5.0%	7	7	0	5.0%	0	5	1	10.3%	10.3%	-5	-4	0.0%	2.2%	
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	27	-47.1%	0.0%	0	156.9%	5.0%	4	4	1	5.0%	0	1	0	6.8%	6.8%	-1	-1	3.7%	3.7%	
Total	236	-17.6%		0	153.2%		0	0	4	0.0%	0	19	0	9.7%	9.7%	-19	-19	1.7%	1.7%	

† 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		5.0		5.0	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
03 Professionals		8.9		8.9	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
04 Semi-Professionals & Tech		7.6		7.6	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
05 Supervisors		27.5		27.5	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
06 Supervisors: Crafts & Trades		10.1		10.1	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
07 Administrative & Sr Clerical		0.0		0.0	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
08 Skilled Sales & Service		0.0		0.0	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
09 Skilled Crafts & Trades		0.0		0.0	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
10 Clerical Personnel		9.3		9.3	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
11 Intermediate Sales & Service		0.0		0.0	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
12 Semi-Skilled Manual		10.3		10.3	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
13 Other Sales & Service		0.0		0.0	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
14 Other Manual Workers		6.8		6.8	Hiring qualified PWD is challenging, due to the safety-sensitive and specialized nature of QM's positions. In additions, employees with disabilities may not self-identify as such on the questionnaire.
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Quantum Murray LP

[Date: 2018-01-18]

006653

Data for Subsequent/Current 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 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current 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
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		YYYY - YYYY						
		2018-10-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-31	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	19	28.3%	0.0%	0	221.4%	5.0%	3	3	1	5.0%	0	1	0	11.5%	11.5%	-1	-1	5.3%	5.3%		
02	Middle & Other Managers	32	-10.1%	0.0%	0	152.6%	5.0%	5	5	7	5.0%	1	0	0	17.6%	17.6%	1	0	21.9%	18.8%		
03	Professionals	17	0.0%	0.0%	0	94.1%	5.0%	3	3	2	5.0%	0	2	1	24.7%	24.7%	-2	-1	11.8%	17.6%		
04	Semi-Professionals & Tech	9	-22.0%	0.0%	0	150.0%	5.0%	1	1	3	5.0%	0	-2	0	16.6%	16.6%	2	2	33.3%	33.3%		
05	Supervisors	18	0.0%	0.0%	0	144.4%	5.0%	3	3	1	5.0%	0	5	1	32.1%	32.1%	-5	-4	5.6%	11.1%		
06	Supervisors: Crafts & Trades	37	-31.3%	0.0%	0	119.2%	5.0%	6	6	3	5.0%	0	1	1	10.6%	10.6%	-1	0	8.1%	10.8%		
07	Administrative & Sr Clerical	11	-18.1%	0.0%	0	129.0%	5.0%	2	2	3	5.0%	0	-1	0	22.6%	22.6%	1	1	27.3%	27.3%		
08	Skilled 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!		
09	Skilled Crafts & Trades	1	0.0%	0.0%	0	200.0%	5.0%	0	0	0	5.0%	0	0	0	10.4%	10.4%	0	0	0.0%	0.0%		
10	Clerical Personnel	19	8.2%	0.0%	0	158.8%	5.0%	3	3	3	5.0%	0	3	1	32.8%	32.8%	-3	-2	15.8%	21.1%		
11	Intermediate Sales & Service	0	-100.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	46	0.0%	0.0%	0	273.9%	5.0%	7	7	0	5.0%	0	12	2	26.1%	26.1%	-12	-10	0.0%	4.3%		
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	27	-47.1%	0.0%	0	156.9%	5.0%	4	4	9	5.0%	1	-1	0	27.0%	27.0%	2	1	33.3%	29.6%		
Total		236	-17.6%		0	153.2%		0	0	32	0.0%	0	19	0	21.7%	21.7%	-19	-19	13.6%	13.6%		

[†] 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 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		11.5		11.5	
02	Middle & Other Managers		0.0			
03	Professionals		24.7		24.7	
04	Semi-Professionals & Tech		0.0			
05	Supervisors		32.1		32.1	
06	Supervisors: Crafts & Trades		10.6		10.6	
07	Administrative & Sr Clerical		0.0			
08	Skilled Sales & Service		0.0			
09	Skilled Crafts & Trades		0.0			
10	Clerical Personnel		32.8		32.8	
11	Intermediate Sales & Service		0.0			
12	Semi-Skilled Manual		26.1		26.1	
13	Other Sales & Service		0.0			
14	Other Manual Workers		0.0			
Total			0.0			

Federal Contractors Program Achievement Report

Part 4: Results - Women

Quantum Murray LP

[Date: 2018-01-18]

006654

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	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	9	0	0.0	27.4	2	-2	0.0																
	2018	19	3	15.8	27.6	5	-2	57.2	16	1	6.3	4	-3	13	4	30.8	0	4	31	4	12.9	0	4	
02 Middle & Other Managers	2016	44	6	13.6	38.9	17	-11	35.1																
	2018	32	10	31.3	39.4	13	-3	79.3	42	7	16.7	17	-10	7	3	42.9	1	2	58	3	5.2	8	-5	
03 Professionals	2016	17	7	41.2	59.1	10	-3	69.7																
	2018	17	7	41.2	45.8	8	-1	89.9	21	5	23.8	10	-5	7	3	42.9	3	0	16	1	6.3	7	-6	
04 Semi-Professionals & Technicians	2016	19	2	10.5	19.1	4	-2	55.1																
	2018	9	1	11.1	34.2	3	-2	32.5	13	0	0.0	4	-4	4	1	25.0	0	1	21	0	0.0	2	-2	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2018	18	2	11.1	54.9	10	-8	20.2	12	2	16.7	7	-5	5	0	0.0	0	0	13	1	7.7	0	1	
06 Supervisors: Crafts & Trades	2016	114	7	6.1	6.5	7	0	94.5																
	2018	37	0	0.0	4.4	2	-2	0.0	57	0	0.0	3	-3	5	0	0.0	0	0	90	0	0.0	6	-6	

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			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	2018	29	5	17.2	0	0.0	0.0	0.0	0.0	1	500.0	0.0	0.0	
	2021	29	5	17.2			27.6	62.5			27.6	62.5		
02 Middle & Other Managers	2018	49	10	20.4	0	0.0	40.0	51.0		3	333.3	0.0	0.0	
	2021	49	10	20.4			39.4	51.8			39.4	51.8		
03 Professionals	2018	28	8	28.6	0	0.0	40.0	71.4		5	160.0	0.0	0.0	
	2021	28	8	28.6			45.8	62.4			45.8	62.4		
04 Semi-Professionals & Technicians	2018	17	1	5.9	0	0.0	50.0	11.8		2	50.0	0.0	0.0	
	2021	17	1	5.9			34.2	17.2			34.2	17.2		
05 Supervisors	2018	17	2	11.8	0	0.0	0.0	0.0		0	0.0	0.0	0.0	
	2021	17	2	11.8			50.0	23.5			50.0	23.5		
06 Supervisors: Crafts & Trades	2018	62	0	0.0	0	0.0	0.0	0.0		0	0.0	0.0	0.0	
	2021	62	0	0.0			4.4	0.0			4.4	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Quantum Murray LP

[Date: 2018-01-18]

006655

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	Women							All Employees	Women			All Employees	Women			All Employees	Women						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2016	20	13	65.0	80.7	16	-3	80.5																	
	2018	11	6	54.5	81.4	9	-3	67.0	15	4	26.7	12	-8	0	0	0.0	0	0	0	20	3	15.0	13	-10	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	1	0	0.0	12.5	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2016	15	7	46.7	68.4	10	-3	68.2																	
	2018	19	10	52.6	68.2	13	-3	77.2	27	10	37.0	18	-8	1	1	100.0	0	1	27	4	14.8	13	-9		
11 Intermediate Sales & Service Personnel	2016	2	2	100.0	67.1	1	1	149.0																	
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	46	3	6.5	16.2	7	-4	40.3	56	2	3.6	9	-7	2	0	0.0	0	0	63	2	3.2	0	2		

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		Women				Women				
			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	2018	15	4	26.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	15	4	26.7			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2018	28	11	39.3	0	0.0	60.0	65.5	2	550.0	0.0	0.0	
	2021	28	11	39.3			0.0	0.0			0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2018	58	2	3.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	58	2	3.4			16.2	21.3			16.2	21.3	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Quantum Murray LP

[Date: 2018-01-18]

006656

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	182	14	7.7	27.0	49	-35	28.5																
	2018	27	2	7.4	20.0	5	-3	37.0	121	0	0.0	24	-24	2	1	50.0	0	1	164	0	0.0	13	-13	
Total	2016	422	58	13.7	27.9	118	-60	49.3																
	2018	236	44	18.6	31.8	75	-31	58.6	382	31	8.1	121	-90	46	13	28.3	6	7	504	18	3.6	69	-51	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

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	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	123	1	0.8	0	0.0	30.0	2.7	20	5.0	0.0	0.0		
	2021	123	1	0.8			20.0	4.1			20.0	4.1		
Total	2018	428	44	10.3	0	0.0	0.0	0.0	33	133.3	0.0	0.0		
	2021	428	44	10.3			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Quantum Murray LP

[Date: 2018-01-18]

006657

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 × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P × 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U × 100	U × 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	2016	9	0	0.0	2.9	0	0	0.0																
	2018	19	0	0.0	3.2	1	-1	0.0	16	0	0.0	1	-1	13	0	0.0	0	0	0	31	0	0.0	0	0
02 Middle & Other Managers	2016	44	0	0.0	2.2	1	-1	0.0																
	2018	32	1	3.1	2.7	1	0	115.7	42	1	2.4	1	0	7	0	0.0	0	0	0	58	0	0.0	0	0
03 Professionals	2016	17	1	5.9	1.8	0	1	326.8																
	2018	17	1	5.9	2.2	0	1	267.4	21	1	4.8	0	1	7	0	0.0	0	0	0	16	0	0.0	1	-1
04 Semi-Professionals & Technicians	2016	19	1	5.3	1.4	0	1	375.9																
	2018	9	1	11.1	4.7	0	1	236.4	13	0	0.0	1	-1	4	1	25.0	0	1	1	21	0	0.0	1	-1
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2018	18	2	11.1	3.2	1	1	347.2	12	1	8.3	0	1	5	1	20.0	0	1	1	13	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	114	2	1.8	3.9	4	-2	45.0																
	2018	37	2	5.4	6.3	2	0	85.8	57	1	1.8	4	-3	5	0	0.0	0	0	0	90	0	0.0	2	-2

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 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	2018	29	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	29	0	0.0			3.2	0.0			3.2	0.0		
02 Middle & Other Managers	2018	49	1	2.0	0	0.0	33.3	6.1	1	100.0	0.0	0.0		
	2021	49	1	2.0			0.0	0.0			0.0	0.0		
03 Professionals	2018	28	1	3.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	28	1	3.6			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	17	1	5.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	17	1	5.9			0.0	0.0			0.0	0.0		
05 Supervisors	2018	17	2	11.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	17	2	11.8			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	62	1	1.6	0	0.0	10.0	16.1	2	50.0	0.0	0.0		
	2021	62	1	1.6			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Quantum Murray LP

[Date: 2018-01-18]

006658

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	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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	20	0	0.0	2.2	0	0	0.0																
	2018	11	1	9.1	3.0	0	1	303.0	15	1	6.7	0	1	0	0	0.0	0	0	0	20	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	11.3	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2016	15	0	0.0	2.0	0	0	0.0																
	2018	19	1	5.3	1.5	0	1	350.9	27	1	3.7	0	1	1	0	0.0	0	0	0	27	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	1.6	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	46	1	2.2	3.5	2	-1	62.1	56	1	1.8	2	-1	2	0	0.0	0	0	0	63	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	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	2018	15	1	6.7	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	15	1	6.7			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	2	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	28	1	3.6	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	28	1	3.6			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	58	1	1.7	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	58	1	1.7			3.5	49.3			3.5	49.3		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Quantum Murray LP

[Date: 2018-01-18]

006659

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 × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P × 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U × 100	U × 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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	182	14	7.7	3.4	6	8	226.2																
	2018	27	4	14.8	7.0	2	2	211.6	121	2	1.7	8	-6	2	0	0.0	0	0	0	164	2	1.2	13	-11
Total	2016	422	18	4.3	3.1	13	5	137.6																
	2018	236	14	5.9	4.0	9	5	148.3	382	9	2.4	15	-6	46	2	4.3	2	0	504	2	0.4	21	-19	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 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		
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	123	2	1.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	123	2	1.6			0.0	0.0			0.0	0.0	
Total	2018	428	11	2.6	0	0.0	0.0	0.0	3	366.7	0.0	0.0	
	2021	428	11	2.6			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Quantum Murray LP

[Date: 2018-01-18]

006660

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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 & 02 Managers	2016	53	0	0.0	4.3	2	-2	0.0																
	2018	51	1	2.0	5.0	3	-2	39.2	58	1	1.7	3	-2	20	0	0.0	0	0	0	89	0	0.0	0	0
03 Professionals	2016	17	0	0.0	3.8	1	-1	0.0																
	2018	17	0	0.0	8.9	2	-2	0.0	21	0	0.0	2	-2	7	0	0.0	0	0	0	16	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	19	1	5.3	4.6	1	0	114.4																
	2018	9	0	0.0	7.6	1	-1	0.0	13	0	0.0	1	-1	4	0	0.0	0	0	0	21	1	4.8	1	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2018	18	1	5.6	27.5	5	-4	20.2	12	0	0.0	3	-3	5	1	20.0	0	1	13	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	114	0	0.0	7.8	9	-9	0.0																
	2018	37	0	0.0	10.1	4	-4	0.0	57	0	0.0	6	-6	5	0	0.0	0	0	0	90	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			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2018	78	1	1.3	0	0.0	0.0	0.0	3	33.3	0.00	0.0		
	2021	78	1	1.3			5.0	25.6			5.00	25.6		
03 Professionals	2018	28	0	0.0	0	0.0	10.0	0.0	3	0.0	0.00	0.0		
	2021	28	0	0.0			8.9	0.0			8.90	0.0		
04 Semi-Professionals & Technicians	2018	17	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	17	0	0.0			7.6	0.0			7.60	0.0		
05 Supervisors	2018	17	1	5.9	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	17	1	5.9			27.5	21.4			27.50	21.4		
06 Supervisors: Crafts & Trades	2018	62	0	0.0	0	0.0	20.0	0.0	5	0.0	0.00	0.0		
	2021	62	0	0.0			10.1	0.0			10.10	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Quantum Murray LP

[Date: 2018-01-18]

006661

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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	20	0	0.0	3.4	1	-1	0.0																
	2018	11	1	9.1	10.0	1	0	90.9	15	0	0.0	2	-2	0	0	0.0	0	0	20	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	7.8	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0
10 Clerical Personnel	2016	15	0	0.0	7.0	1	-1	0.0																
	2018	19	0	0.0	9.3	2	-2	0.0	27	0	0.0	3	-3	1	0	0.0	0	0	27	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	5.6	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	46	0	0.0	10.3	5	-5	0.0	56	0	0.0	6	-6	2	0	0.0	0	0	63	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		
#	#	#	%	#	%	%	%	#	%	%	%		
07 Administrative & Senior Clerical	2018	15	0	0.0	0	0.0	10.0	0.0	1	0.0	0.0	0.0	
	2021	15	0	0.0			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2018	28	0	0.0	0	0.0	25.0	0.0	1	0.0	0.0	0.0	
	2021	28	0	0.0			9.3	0.0			9.3	0.0	
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2018	58	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	58	0	0.0			10.3	0.0			10.3	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Quantum Murray LP

[Date: 2018-01-18]

006662

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 × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P × 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U × 100	U × 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	2016	0	0	0.0	0.0	0	0	0.0																
		2018	0	0	0.0	0.0	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	2016	182	0	0.0	5.3	10	-10	0.0																
		2018	27	1	3.7	6.8	2	-1	54.5	121	1	0.8	8	-7	2	0	0.0	0	0	0	164	0	0.0	0	0
Total		2016	422	1	0.2	5.7	24	-23	4.2																
		2018	236	4	1.7	9.7	23	-19	17.5	382	2	0.5	37	-35	46	1	2.2	0	1	504	1	0.2	1	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 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	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
		2021	0	0	0.0			0.0	0.0					0.0	0.0	0.0
14	Other Manual Workers	2018	123	1	0.8	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
		2021	123	1	0.8			6.8	12.0					6.8	12.0	
Total		2018	428	3	0.7	0	0.0	0.0	0.0	0.0	13	23.1	0.0	0.0		
		2021	428	3	0.7			0.0	0.0					0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Quantum Murray LP

[Date: 2018-01-18]

006663

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	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	9	1	11.1	10.1	1	0	110.0																
	2018	19	1	5.3	11.5	2	-1	45.8	16	0	0.0	2	-2	13	1	7.7	1	0	31	0	0.0	3	-3	
02 Middle & Other Managers	2016	44	3	6.8	15.0	7	-4	45.5																
	2018	32	7	21.9	17.6	6	1	124.3	42	6	14.3	7	-1	7	0	0.0	0	0	58	2	3.4	4	-2	
03 Professionals	2016	17	3	17.6	22.7	4	-1	77.7																
	2018	17	2	11.8	24.7	4	-2	47.6	21	2	9.5	5	-3	7	1	14.3	1	0	16	1	6.3	3	-2	
04 Semi-Professionals & Technicians	2016	19	4	21.1	23.2	4	0	90.7																
	2018	9	3	33.3	16.6	1	2	200.8	13	2	15.4	2	0	4	0	0.0	1	-1	21	1	4.8	4	-3	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2018	18	1	5.6	32.1	6	-5	17.3	12	1	8.3	4	-3	5	0	0.0	0	0	13	1	7.7	0	1	
06 Supervisors: Crafts & Trades	2016	114	11	9.6	11.1	13	-2	86.9																
	2018	37	3	8.1	10.6	4	-1	76.5	57	1	1.8	6	-5	5	0	0.0	0	0	90	0	0.0	9	-9	

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	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	2018	29	1	3.4	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	29	1	3.4			11.5	30.0				11.5	30.0		
02 Middle & Other Managers	2018	49	6	12.2	0	0.0	25.0	49.0	0.0	0.0	4	150.0	0.0	0.0	
	2021	49	6	12.2			0.0	0.0				0.0	0.0		
03 Professionals	2018	28	3	10.7	0	0.0	33.0	32.5	0.0	0.0	1	300.0	0.0	0.0	
	2021	28	3	10.7			24.7	43.4				24.7	43.4		
04 Semi-Professionals & Technicians	2018	17	2	11.8	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	17	2	11.8			0.0	0.0				0.0	0.0		
05 Supervisors	2018	17	1	5.9	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	17	1	5.9			32.1	18.3				32.1	18.3		
06 Supervisors: Crafts & Trades	2018	62	1	1.6	0	0.0	20.0	8.1	0.0	0.0	5	20.0	0.0	0.0	
	2021	62	1	1.6			10.6	15.2				10.6	15.2		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Quantum Murray LP

[Date: 2018-01-18]

006664

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	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	20	3	15.0	26.3	5	-2	57.0																
	2018	11	3	27.3	22.6	2	1	120.7	15	3	20.0	3	0	0	0	0.0	0	0	0	20	2	10.0	3	-1
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	10.4	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2016	15	3	20.0	40.6	6	-3	49.3																
	2018	19	3	15.8	32.8	6	-3	48.1	27	2	7.4	9	-7	1	0	0.0	0	0	0	27	2	7.4	5	-3
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	15.8	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	46	0	0.0	26.1	12	-12	0.0	56	0	0.0	15	-15	2	0	0.0	0	0	0	63	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	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	2018	15	3	20.0	0	0.0	40.0	50.0	2	150.0	0.0	0.0		
	2021	15	3	20.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	28	2	7.1	0	0.0	25.0	28.6	3	66.7	0.0	0.0		
	2021	28	2	7.1			32.8	21.8			32.8	21.8		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	58	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	58	0	0.0			26.1	0.0			26.1	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Quantum Murray LP

[Date: 2018-01-18]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	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	2016	182	61	33.5	39.8	72	-11	84.2																	
	2018	27	9	33.3	27.0	7	2	123.5	121	3	2.5	33	-30	2	1	50.0	1	0	164	8	4.9	55	-47		
Total	2016	422	89	21.1	26.7	113	-24	79.0																	
	2018	236	32	13.6	21.7	51	-19	62.5	382	20	5.2	83	-63	46	3	6.5	10	-7	504	17	3.4	106	-89		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	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	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	123	4	3.3	0	0.0	50.0	6.5	20	20.0	0.0	0.0		
	2021	123	4	3.3			0.0	0.0			0.0	0.0		
Total	2018	428	23	5.4	0	0.0	0.0	0.0	35	65.7	0.0	0.0		
	2021	428	23	5.4			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Quantum Murray LP
[Date: 2018-01-18]

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):

Re-surveyed entire workforce. Advised Senior Leadership Team of obligations under Employment Equity during weekly management meetings in 2018. Added verbiage regarding Employment Equity to recruiting ads in 2018. Increased recruitment efforts targeted towards designated groups in 2018 (e.g. Leaf Rapids/Ruttan, Bladerunners/North Vancouver hazmat site).

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.

Skills shortage in the construction industry has led to vacancies in many positions, including labourers, supervisors and managers. Challenges in the oil and gas industry in Alberta has led to a decrease in the volume of work in Alberta.

- Any reorganization or other corporate structural changes.

High turnover in management and HR: entire HR team is new in 2017 and 2018; new CEO, CFO and SVP/Emergency Response division fall 2017. New SVP of Remediation mid-year 2018. New payroll team mid-year 2018. Head office moved from Vancouver to Toronto, ON. Restructure in HR led to one management position elimination in Alberta (female employee), replaced with a generalist position in BC (eventually filled by a male candidate). Industrial Services work was transferred to Ontario (3 positions in Alberta were eliminated). Overall

- Acquisitions, mergers or transfers of employees.

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

[Redacted]

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

[Redacted]

- Other.

Due to the safety-sensitive nature of the industry, representation in some EEOG's is likely lower than the numbers indicate. Challenges with recruiting in general, including a shortage of workers in the construction industry, have lead to increased recruiting efforts.

Additional Details

Please provide any additional information (optional):

QM is introducing an Accommodation Policy in January 2019. This formalizes an existing practise where employee's requests for accommodation are taken seriously and honoured to the extent possible. Recruiting efforts includes targetted recruiting towards EEOG's such as Indigenous People's and Visible Minorities. Efforts will continue throughout 2019 and onwards.

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Quantum Murray LP

Primary Location: Mississauga (Ontario)

Number of Employees: 236

- Ontario 104
- Manitoba 3
- British Columbia 73
- Saskatchewan 8
- Alberta 48

Organization Overview:

NAICS 5629 Remediation and Other Waste Management Services

Quantum Murray LP provides environmental and industrial services in Canada. It offers demolition services and site decommissioning services. The company also provides environmental remediation services.

Key Dates – First Year Assessment

Initiated: 2016-04-01
 Received: 2016-05-26
 Closed: 2016-05-27
 Workforce Analysis: 2016-03-29

Key Dates – Subsequent Assessment

Initiated: 2018-12-23
 Received: 2018-01-30
 Workforce Analysis: 2018-10-31

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:

Yes No

Comments: None

I have verified that the data provided in the Achievement Report is consistent with that found in Forms 1 to 6:

Yes No

Comments: None

ASSESSMENT OF REASONABLE PROGRESS

- All goals set during the previous assessment were set as percentages.
- The previous compliance assessment revealed a total of 21 gaps and 17 goals were set.

Women

01	Senior Managers	No goal set
02	Middle & Other Managers	Goal not met (51% achieved)
03	Professionals	Goal not met (71% achieved)
04	Semi-Professionals & Technicians	Goal not met (12% achieved)
07	Administrative & Senior Clerical Personnel	No goal set
10	Clerical Personnel	Goal not met (66% achieved)
14	Other Manual Workers	Goal not met (3% achieved)

Assessment/Observations

- EEOG 02: There were 49 new entrants including ten women. This represents a 20.4% hiring rate, which is below the Labour Market Availability (LMA) of 38.9.
- EEOG 03: There were 28 new entrants including eight women. This represents a 28.6% hiring rate, which is below the LMA of 59.1.
- EEOG 04: There were 17 new entrants including a woman. This represents a 5.9% hiring rate, which is below the LMA of 19.1.
- EEOG 10: There were 28 new entrants including 11 women. This represents a 39.3% hiring rate, which is below the LMA of 68.4.
- EEOG 14: There were 123 new entrants including a woman. This represents a 0.8% hiring rate, which is below the LMA of 27.0.

Aboriginal Peoples

02	Middle & Other Managers	Goal not met (6% achieved)
06	Supervisors: Crafts & Trades	Goal not met (16% achieved)

Assessment/Observations

- EEOG 02: There were 49 new entrants including an Aboriginal. This represents a 2.0% hiring rate, which is slightly below the LMA of 2.2%.
- EEOG 06: There were 62 new entrants including an Aboriginal. This represents a 1.6% hiring rate, which is slightly below the LMA of 1.8%.

Persons with Disabilities

01/02	Managers	No goal set
03	Professionals	Goal not met (0% achieved)
06	Supervisors: Crafts & Trades	Goal not met (0% achieved)
07	Administrative & Senior Clerical Personnel	Goal not met (0% achieved)

10	Clerical Personnel	Goal not met (0% achieved)
14	Other Manual Workers	No goal set

Assessment/Observations

- EEOG 03: There were 28 new entrants and none were persons with disabilities. With an availability rate of 3.8%, at least one person would have been expected.
- EEOG 06: There were 62 new entrants and none were persons with disabilities. With an availability rate of 7.8%, at least four would have been expected.
- EEOG 07: There were 15 new entrants and none were persons with disabilities. This is to be expected given the LMA of 3.4%.
- EEOG 10: There were 28 new entrants and none were persons with disabilities. With an availability rate of 7.0%, at least one person would have been expected.

Members of Visible Minorities

02	Middle & Other Managers	Goal not met (49% achieved)
03	Professionals	Goal not met (33% achieved)
06	Supervisors: Crafts & Trades	Goal not met (8% achieved)
07	Administrative & Senior Clerical Personnel	Goal not met (50% achieved)
10	Clerical Personnel	Goal not met (19% achieved)
14	Other Manual Workers	Goal met at 84%

Assessment/Observations

- EEOG 02: There were 49 new entrants including six members of visible minorities. This represents a hiring rate of 12.2%. At LMA rate of 15%, at least seven would have been expected.
- EEOG 03: There were 28 new entrants including three members of visible minorities. This represents a hiring rate of 10.7%. At LMA rate of 22.7%, at least six would have been expected.
- EEOG 06: There were 62 new entrants including a visible minority. This represents a hiring rate of 1.6%. At LMA rate of 11.1%, at least six would have been expected.
- EEOG 07: There were 15 new entrants including three members of visible minorities. This represents a hiring rate of 20.0%, which is slightly below the LMA rate of 26.3%. This result is to be expected at this LMA.
- EEOG 10: There were 28 new entrants including two members of visible minorities. This represents a hiring rate of 7.1%. At LMA rate of 15.8%, at least four would have been expected.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The organization set 17 goals and achieved one.

- There were sufficient hiring and promotion opportunities in 15 instances to expect reasonable progress would be made. However, the total number of employees decreased from 422 to 236.
- An assessment of reasonable effort form was submitted and the organisation made all the required measures to implement the FCP Program. Other general measures were put in place to remove barriers. Some operational contexts refrained the organization from meeting their goals such as skills shortage in the industry and restructure in HR. According to the form submitted, Quantum Murray LP demonstrated that reasonable efforts were made to implement the program.

ASSESSMENT OF GOALS

- A goal has been set for every gap in representation uncovered by the workforce analysis. All short-term and long-term goals were set in percentage format and are, at minimum, equal to LMA.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
01	Senior Managers	-2	27.6	27.6	15.8	27.6
02	Middle & Other Managers	-3	39.4	39.4	31.3	39.4
03	Professionals	-1	45.8	45.8	41.2	45.8
04	Semi-Professionals & Technicians	-2	34.2	34.2	11.1	34.2
05	Supervisors	-8	50.0	50.0	11.1	54.9
06	Supervisors: Crafts & Trades	-2	4.4	4.4	0.0	4.4
07	Admin & Senior Clerical Personnel	-3	-	-	54.5	81.4
10	Clerical Personnel	-3	-	-	52.6	68.2
12	Semi-Skilled Manual Workers	-4	16.2	16.2	6.5	16.2
14	Other Manual Workers	-3	20.0	20.0	7.4	20.0

Observations: None

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01	Senior Managers	-1	3.2	3.2	0.0	3.2
12	Semi-Skilled Manual Workers	-1	3.5	3.5	2.2	3.5

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-2	5.0	5.0	2.0	5.0
03	Professionals	-2	8.9	8.9	0.0	8.9
04	Semi-Professionals and Technicians	-1	7.6	7.6	0.0	7.6
05	Supervisors	-4	27.5	27.5	5.6	27.5
06	Supervisors: Crafts & Trades	-4	10.1	10.1	0.0	10.1
10	Clerical Personnel	-2	9.3	9.3	0.0	9.3
12	Semi-Skilled Manual Workers	-5	10.3	10.3	0.0	10.3
14	Other Manual Workers	-1	6.8	6.8	3.7	6.8

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		

#	Description	#	(1 to 3	(+3	%	%
			years)	years)		
01	Senior Managers	-1	11.5	11.5	5.3	11.5
03	Professionals	-2	24.7	24.7	11.8	24.7
05	Supervisors	-5	32.1	32.1	5.6	32.1
06	Supervisors: Crafts & Trades	-1	10.6	10.6	8.1	10.6
10	Clerical Personnel	-3	32.8	32.8	15.8	32.8
12	Semi-Skilled Manual Workers	-12	26.1	26.1	0.0	26.1

Observations: None

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, considering their unique circumstances, I recommend the closing letter include the following:

- We found that Quantum Murray LP has struggled to meet its commitments to hire and promote members of the designated groups. The organization met only one of the 17 goals set during the first compliance assessment. In addition, there were sufficient hiring and promotion opportunities in 15 instances to expect reasonable progress.
- As most of the previous gaps are still present, and a number of new gaps have now emerged in various Employment Equity Occupational Groups across all four designated groups, we encourage Quantum Murray LP to conduct an Employment Systems Review (ESR) of your organization's recruitment and hiring policies and practices. Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace. Guidance on the conduct of an ESR is available on the Labour Program website ([Step 2-2](#) of the training modules).
- While conducting the ESR, we recommend that Quantum Murray LP focus on the early stages of the hiring and recruitment process to ensure that there are no barriers in place, which are preventing employment equity. It may also be beneficial to conduct exit interviews upon the termination of employment. Conducting exit interviews could assist the organization to identify obstacles or barriers that may be present, which could be preventing the organization from retaining staff belonging to the designated groups.

Name of Analyst: Maurice N. Yakibonge

Date: 2019-01-30

Nyirasafari, Ange AN [NC]

From: Yakibonge, Ntambwe N [NC] on behalf of EE-EME
Sent: January 31, 2019 8:12 AM
To: 'Justin.Sharp@QMenv.com'
Cc: 'Barbara.Eddy@QMenv.com'; 'Sohni.Ansari@QMenv.com'
Subject: Government of Canada Agreement Number: 10000028 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Justin Sharp:

I am writing to inform you that the subsequent compliance assessment initiated on December 23, 2018 has been completed. As a result of the assessment, Quantum Murray LP 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 subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Quantum Murray LP's employment equity program.

- We found that Quantum Murray LP has struggled to meet its commitments to hire and promote members of the designated groups. The organization met only one of the 17 goals set during the first compliance assessment. In addition, there were sufficient hiring and promotion opportunities in 15 instances to expect reasonable progress.
- As most of the previous gaps are still present, and a number of new gaps have now emerged in various Employment Equity Occupational Groups across all four designated groups, we encourage Quantum Murray LP to conduct an Employment Systems Review (ESR) of your organization's recruitment and hiring policies and practices. Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace. Guidance on the conduct of an ESR is available on the Labour Program website ([Step 2-2](#) of the training modules).
- While conducting the ESR, we recommend that Quantum Murray LP focus on the early stages of the hiring and recruitment process to ensure that there are no barriers in place, which are preventing employment equity. It may also be beneficial to conduct exit interviews upon the termination of employment. Conducting exit interviews could assist the organization to identify obstacles or barriers that may be present, which could be preventing the organization from retaining staff belonging to the designated groups.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on December 23, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any 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 over the three year period reasonable progress has not been made, Quantum Murray LP 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.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS) which can assist you in generating your workforce data and analysis.

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Quantum Murray LP 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@hrsdc-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!