

Human Resources and Ressources humaines et Skilis Development Canada Développement des compétences Canada

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Αg	reer	nen	N°		*********	*********	************

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

2 New Agreement	BEST AV	AILABLE C	OPY	
Revised Agreement				

	ORGANIZATION			····
egal Name of Organization				
Custric Environmental Inc.		- агота совпралут	s located outside	! Canada
			Yes	[7] No
		. 24	y is located outside Canada Yes [7] No Itistness Number employees in Canada Time/Temporary) anization's NAICS Code Number (statcan ga ca/subjects-sujets/st ani/2002/naics-scian021-eng him Organization's NAICS Code I Province Postal Code Ontario ROA 1LO Fax Number 613 839 5376 Services a rary employees having worke ing offer or contract issued unit yond the period of the procur low to implement employmen tation on the part of the organ	Account.
perating Name (if different from Legal Name of Organization)		Procurement Bu	Minesa Number	***************************************
	*	Total number of e	mployees in Car	vada
rganization's North American Industry Classification System (NAIC	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~			
333310 and 54171		dist. http://www.s	tatoan go ca/sul	jects-suiets/standard-
	·		***************************************	
Micial use only (If information above is incorrect)				
rocurement Business Number Total nu	mber of employees in Canada		Organization's	NAICS Code No

	HEAD OFFICE		***************************************	***************************************
ddress (building number, street, suite, etc.)	City		Province	Postal Code
ox 430	Carp (Ottawa		Ontario	KOA 110
108 Carp Road	Telephore Number		Fax Number	· A · · · · · · · · · · · · · · · · · ·
	613 839 3053		613 839	5376
77 3 3 3 4 3 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5				***************************************
EMPLOT	MENT EQUITY CONTA	CT		9/////
ell van Walsum	Title			
dephase Number	President Pro	iessional	Services	***************************************
13 839 3053	nvanvalsum@bl	A common de mention a comm		
			***************************************	······································
	CERTIFICATION			***************************************
ns above-named organization:		********************************	***************************************	
 having a combined workforce of 100 or more permanent 12 weeks or more in Canada, AND 				
 intending to bid on, or being in receipt of, a federal gover Supply Arrangement, valued at \$1,000,000 or more (incl.) 	ding applicable taxes).			
ereby certifies its commitment to implement or maintain em	ployment equity on an on-g	oing basis, bey	and the period	of the procurement
strument, in keeping with the Federal Contractors Program ease refer to: http://www.hrsdc.gc.ca/eng/labour/eguality/fc	requirements. For more in:	ormation on ho	w to implemen	t employment equit
nportant note: If an audit of the Agreement to implement E e procurement instrument(s) with the Government of Canad	mployment Equity uncovers Is may be terminated.) misrepresenta	lion on the par	t of the organizatio
	aaaaaaaaaaaaaaaaaaaaaaaaaaaaaaaaaaaaaa	••••••••••••••••••••••••	***************************************	•••••••••••••••••••••••••••••••
	SIGNATORY			
OTE: The signatory must be the Chief Executive Officer O		n avanitiva no	district against English	
OTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization.		n executive por	stion with lega	raumonty to sign a
contract on Denail of the organization.		n executive por	ition with lega	aumomy to sign a
contract on benaif of the organization.	R an authorized person in a			
contract on behalf of the Organization. une (print) ger Woeller Apphone Number	R an authorized person in a			
contract on behalf of the organization. whe (print) organ: Wceller laphone Number	R an authorized person in a	te Develop		
contract on behalf of the organization. are (print) oger Woeller disphase Number	R an authorized person in a Title Chief Corpora E-mail Address	te Develop		
OTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization. ame (pmit) oger Woeller blaphore Number 13 83	R an authorized person in a Title Chief Corpora E-mail Address rwoeller@blum	te Develop		
contract on behalf of the organization. ame (print) oger Woeller dephone Number	R an authorized person in a Title Chief Corpora E-mall Address rwoeller@blum Date	te Develop		
Contract on Denail of the Organization. Are (pint) Oger Woeller Approve Number 13 830 0000 preture	R an authorized person in a Title Chief Corpora E-mall Address rwoeller@blum Date	te Develop		
Connact on behalf of the organization. When (phil) Oger Woeller Maphose Number 13 83	R an authorized person in a Title Chief Corpora E-mail Address rwoeller@blum Date 09 26 2013	te Develop		



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

Reporting Period 2015-08-14 to 2018-05-30

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

	Province				Cens	us Metropolitan	Areas	
Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
124	7	9	140	Montréal	5	0	0	5
12	3	1	16	Toronto	16	0	0	16
3	0	0	3	Kingston	17	4	0	21
Canada •			159	Ottawa - Gatineau	67	6	2	75
				Kitchener - Cambridge - Waterloo	14	0	1	15
				Greater Sudbu	ry 17	0	6	23
				Thunder Bay	0	0	1	1
	Full-time 124	Permanent Full-time Part-time 124 7 12 3 3 0	Permanent Full-timePermanent Part-timeTemporary124791231300	Permanent Full-timePermanent Part-timeTemporaryTotal Number of Employees124791401231163003	Permanent Full-time Part-time Temporary Total Number of Employees 124 7 9 140 12 3 1 16 3 0 0 3 Kingston Canada	Permanent Full-time Part-time Temporary Total Number of Employees 124 7 9 140 12 3 1 16 3 0 0 3 Kingston 17 Ottawa - Gatineau Kitchener - Cambridge - Waterloo Greater Sudbury 17	Permanent Full-time Permanent Part-time Temporary Total Number of Employees Permanent Full-time Permanent Part-time 124 7 9 140 Montréal 5 0 12 3 1 16 Toronto 16 0 3 0 0 3 Kingston 17 4 Canada Ottawa - Gatineau 67 6 Kitchener - Cambridge - Waterloo Waterloo Greater Sudbury 17 0	Permanent Full-time

Y.T.



0

3

Total Employees in Canada

0

3

159

BluMetric Environmental Inc. (certificate # 061322) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-08-14 to 2018-05-30

Occupational Group		,	All Employee:	S		original Peor	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	1		1									
	Total	2	1	1									
Middle and Other Managers	4	4	1	3							1		1
Top Range: \$ 95,000 - \$99,999	3	1		1									
Bottom Range: \$ 60,000 - \$64,999	2												
	1	2	1	1									
	Total	7	2	5							1		1
Professionals	4	6	6										
Top Range: \$100,000 and over	3	14	9	5				1		1	2	2	
Bottom Range: \$ 35,000 - \$39,999	2	20	12	8	1		1				3	2	1
	1	20	5	15				2		2	2		2
	Total	60	32	28	1		1	3		3	7	4	3
Semi-Professionals and Technicians	4	3	1	2							1		1
Top Range: \$100,000 and over	3	1	1										
Bottom Range: \$ 35,000 - \$39,999	2	19	15	4	1	1		1	1		2		2
	1	22	10	12	1		1				3	2	1
	Total	45	27	18	2	1	1	1	1		6	2	2

Page 1 of 7 Canada

BluMetric Environmental Inc. (certificate # 061322) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National Reporting Period 2015-08-14 to 2018-05-30

Occupational Group		,	All Employee	3	Ab	original Peor	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors: Crafts and Trades	4												
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1	1										
	Total	1	1										
Administrative and Senior Clerical Personnel	4	1	1										
Top Range: \$ 80,000 - \$84,999	3												
Bottom Range: \$ 30,000 - \$34,999	2	1		1				1		1			
	1	4		4	1		1						
	Total	6	1	5	1		1	1		1			
Skilled Crafts and Trades Workers	4	1	1										
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	1		1									
	Total	2	1	1									
Clerical Personnel	4	4	1	3									
Top Range: \$ 45,000 - \$49,999	3	3		3							1		1
Bottom Range: \$ 20,000 - \$24,999	2												
	1	1	1								1	1	
	Total	8	2	6							2	1	1

Canada Page 2 of 7

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-08-14 to 2018-05-30

Occupational Group		A	All Employee:	S	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Semi-Skilled Manual Workers	4	1	1								1	1	
Top Range: \$ 55,000 - \$59,999	3	2	2										
Bottom Range: \$ 35,000 - \$39,999	2	2	2										
	1	3	3										
	Total	8	8								1	1	
Total Number of Employees		139	75	64	4	1	3	5	1	4	17	8	9

Employment and Social Emploi et Développement
Development Canada social Canada

BluMetric Environmental Inc. (certificate # 061322)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Reporting Period 2015-08-14 to 2018-05-30

Occupational Group		,	All Employee	S	Ab	original Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	 √linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1		1									
	Total	1		1									
Professionals	4	2		2									
Top Range: \$ 95,000 - \$99,999	3	1		1									
Bottom Range: \$ 65,000 - \$69,999	2												
	1	2		2							2		2
	Total	5		5							2		2
Semi-Professionals and Technicians	4	1		1									
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 30,000 - \$34,999	2												
	1	1	1								1	1	
	Total	2	1	1							1	1	
Administrative and Senior Clerical Personnel	4												
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	1		1									
	Total	1		1									

Page 4 of 7 Canada

Employment and Social Emploi et Développement Development Canada social Canada

BluMetric Environmental Inc. (certificate # 061322) Form 2 B

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Reporting Period 2015-08-14 to 2018-05-30

Occupational Group		,	All Employee:	s	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical Personnel	4												
Top Range: \$ 20,000 - \$24,999	3												
Bottom Range: \$ 20,000 - \$24,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		10	1	9							3	1	2

Employment and Social Emploi et Développement Development Canada social Canada

BluMetric Environmental Inc. (certificate # 061322) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Temporary / National

Reporting Period 2015-08-14 to 2018-05-30

Occupational Group		,	All Employee:	3	Ab	original Peo	ples	Perso	ns with Disa	bilities	Member	s of Visible N	 ∕linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1		1									
	Total	1		1									
Semi-Professionals and Technicians	4	1	1										
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	6	4	2									
	Total	7	5	2									
Administrative and Senior Clerical Personnel	4												
Top Range: \$ 30,000 - \$34,999	3												
Bottom Range: \$ 30,000 - \$34,999	2												
	1	1		1									
	Total	1		1									
Semi-Skilled Manual Workers	4												
Top Range: \$ 30,000 - \$34,999	3												
Bottom Range: \$ 30,000 - \$34,999	2												
	1	1	1										
	Total	1	1										

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Employment and Social Emploi et Développement Development Canada social Canada

Form 2 C

BluMetric Environmental Inc. (certificate # 061322) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Temporary / National

Reporting Period 2015-08-14 to 2018-05-30

Occupational Grou	qu		,	All Employee	s	Ab	original Peop	les	Perso	ns with Disa	bilities	Member	s of Visible M	/linorities
Salary I Col. 1	Range	QTR	Total Col. 2	Men Col. 3	Women	Total	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women	Total	Men Col. 12	Women Col. 13
	T-4-1 N			COI. 3	Col. 4	Col. 5	Coi. 6	C01. 7	C01. 6	C01. 9	Coi. 10	Col. 11	C01. 12	C01. 13
	Total Number of Employees		10	6	4									

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2015-08-14 to 2018-05-30

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 20,000 - \$24,999	1	1								1	1	
\$ 25,000 - \$29,999	1		1									
\$ 30,000 - \$34,999	3		3	1		1						
\$ 35,000 - \$37,499	4	4										
\$ 37,500 - \$39,999	4	1	3									
\$ 40,000 - \$44,999	20	7	13				1		1	1		1
\$ 45,000 - \$49,999	11	6	5	1		1	1		1	1	1	
\$ 50,000 - \$59,999	20	7	13				1		1	5	2	3
\$ 60,000 - \$69,999	26	14	12	1		1	1	1		3		3
\$ 70,000 - \$84,999	18	16	2	1	1					2	2	
\$ 85,000 - \$99,999	14	7	7							3	2	1
\$100,000 and over	17	12	5		·		1		1	1		1
Total Number of Employees	139	75	64	4	1	3	5	1	4	17	8	9

Form 3 B

BluMetric Environmental Inc. (certificate # 061322)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

Reporting Period 2015-08-14 to 2018-05-30

		All Employees		Α	boriginal Peop	les	Pers	ons with Disat	oilities	Membe	rs of Visible M	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 20,000 - \$22,499	1		1									
\$ 25,000 - \$29,999	1		1									
\$ 30,000 - \$34,999	1	1								1	1	
\$ 50,000 and over	7		7							2		2
Total Number of Employees	10	1	9							3	1	2

Form 3 C

BluMetric Environmental Inc. (certificate # 061322)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Temporary / National

Reporting Period 2015-08-14 to 2018-05-30

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	inorities
Salary Range	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
	COI. 1	001. 2	COI. 3	CO1. 4	COI. 3	COI. 0	COI. 7	C01. 0	C01. 9	COI. 10	COI. 11	COI. 12
\$ 30,000 - \$34,999	2	1	1									
\$ 35,000 - \$39,999	6	4	2									
\$ 40,000 - \$49,999	2	1	1									
Total Number of Employees	10	6	4									

Canadä

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1	1										
Middle and Other Managers	3	1	2							1		1
Professionals	31	18	13				3	1	2	8	5	3
Semi-Professionals and Technicians	29	15	14				2	2		8	3	5
Administrative and Senior Clerical Personnel	8	3	5	1		1						
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	13	3	10							2	1	1
Semi-Skilled Manual Workers	3	3										
Total Number of Employees Hired	89	45	44	1		1	5	3	2	19	9	10

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Semi-Professionals and Technicians	3	2	1							1	1	
Administrative and Senior Clerical Personnel	4		4									
Clerical Personnel	3	1	2	1		1						
Total Number of Employees Hired	10	3	7	1		1				1	1	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / National

		All Employees		А	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	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
Professionals	4	1	3									
Semi-Professionals and Technicians	23	17	6							2	2	
Administrative and Senior Clerical Personnel	1		1									
Semi-Skilled Manual Workers	5	5										
Total Number of Employees Hired	33	23	10							2	2	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

	Employ	ees promoted (Employees pro	omoted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Croup		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	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
Middle and Other Managers	2		2									
Professionals	3	1	2				1		1			
Total Number of Employees Promoted	5	1	4				1		1			
Total Number of Promotions	5	1	4				1		1			

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Part-Time / National

	Employe	ees promoted	Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Group		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	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 2015-08-14 to 2018-05-30

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	4	3	1				1	1				
Middle and Other Managers	4	3	1							1		1
Professionals	32	21	11				1	1		7	5	2
Semi-Professionals and Technicians	14	10	4				1	1		4	2	2
Administrative and Senior Clerical Personnel	4	2	2									
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	12	1	11									
Semi-Skilled Manual Workers	3	2	1									
Total Number of Employees Terminated	74	43	31				3	3		12	7	5

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	2		2							1		1
Semi-Professionals and Technicians	4	2	2									
Administrative and Senior Clerical Personnel	3		3									
Clerical Personnel	3	1	2	1		1				1		1
Total Number of Employees Terminated	12	3	9	1		1				2		2

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Temporary / National

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	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
Professionals	3	1	2									
Semi-Professionals and Technicians	16	12	4							2	2	
Semi-Skilled Manual Workers	4	4										
Total Number of Employees Terminated	23	17	6							2	2	

Workforce Analysis - Detailed Report

Date: 2018-05-30

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	2	1	50.0 %	27.4 %	1	0	National
02 : Middle and Other Managers	National	8	6	75.0 %	38.9 %	3	3	National
03 : Professionals		66	34	51.5 %	23.3 %	15	19	
1111 : Financial auditors and accountants	National	1	1	100.0 %	55.1 %	1	0	National
1112 : Financial and investment analysts	National	1	1	100.0 %	50.1 %	1	0	National
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	42.0 %	1	-1	National
2113 : Geoscientists and oceanographers	National	42	21	50.0 %	22.4 %	9	12	National
2131 : Civil engineers	National	15	9	60.0 %	15.3 %	2	7	National
2144 : Geological engineers	National	1	0	0.0 %	15.9 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	28.3 %	0	0	National
2175 : Web designers and developers	National	1	0	0.0 %	32.9 %	0	0	National
4163: Business development officers and marketing researchers and consultants	National	2	2	100.0 %	50.7 %	1	1	National
04 : Semi-Professionals and Technicians		54	21	38.9 %	21.3 %	12	9	
2212 : Geological and mineral technologists and technicians	Ontario	1	0	0.0 %	20.2 %	0	0	Ontario
2231 : Civil engineering technologists and technicians	Ontario	29	10	34.5 %	15.7 %	5	5	Ontario
2231 : Civil engineering technologists and technicians	Québec	1	0	0.0 %	16.3 %	0	0	Québec
2231 : Civil engineering technologists and technicians	Yukon	2	1	50.0 %	0.0 %	0	1	Yukon
2253 : Drafting technologists and technicians	Ontario	4	0	0.0 %	26.4 %	1	-1	Ontario
2253 : Drafting technologists and technicians	Québec	1	1	100.0 %	30.9 %	0	1	Québec
2255 : Technical occupations in geomatics and meteorology	Ontario	4	2	50.0 %	28.8 %	1	1	Ontario
2263: Inspectors in public and environmental health and occupational health and safety	Ontario	11	7	63.6 %	35.1 %	4	3	Ontario
2281 : Computer network technicians	Ontario	1	0	0.0 %	20.8 %	0	0	Ontario
06 : Supervisors: Crafts and Trades		1	0	0.0 %	5.3 %	0	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	1	0	0.0 %	5.3 %	0	0	Ontario



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Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
07 : Administrative and Senior Clerical Personnel		8	7	87.5 %	80.5 %	6	1	
Employment Equity Occupational Group	Greater Sudbury	3	3	100.0 %	83.9 %	3	0	Greater Sudbury
Employment Equity Occupational Group	Kingston	1	1	100.0 %	83.5 %	1	0	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	4	3	75.0 %	77.2 %	3	0	Ottawa - Gatineau
09 : Skilled Crafts and Trades Workers		2	1	50.0 %	5.1 %	0	1	
7237 : Welders and related machine operators	Ontario	2	1	50.0 %	5.1 %	0	1	Ontario
10 : Clerical Personnel		9	7	77.8 %	66.5 %	6	1	
Employment Equity Occupational Group	Kingston	1	1	100.0 %	69.8 %	1	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	1	100.0 %	67.9 %	1	0	Kitchener - Cambridge
Employment Equity Occupational Group	Ottawa - Gatineau	7	5	71.4 %	65.8 %	5	0	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		9	0	0.0 %	14.6 %	1	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	9	0	0.0 %	14.6 %	1	-1	Ottawa - Gatineau
Total		159	77	48.4 %	27.9 %	44	33	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



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Aboriginal Peoples

				Aborigi	Aboriginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation #%	ntation %	Availability %#	ability #	Gap #	Recruitment Area
01 : Senior Managers	National	2	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	œ	0	0.0 %	2.2 %	0	0	National
03: Professionals		66	<u> </u>	1.5 %	1.3 %	<u> </u>	0	
1111 : Financial auditors and accountants	National	_	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	_	0	0.0 %	0.9 %	0	0	National
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	1.6 %	0	0	National
2113 : Geoscientists and oceanographers	National	42	_	2.4 %	1.4 %	<u> </u>	0	National
2131 : Civil engineers	National	15	0	0.0 %	1.0 %	0	0	National
2144 : Geological engineers	National	_	0	0.0 %	0.8 %	0	0	National
2171 : Information systems analysts and consultants	National	_	0	0.0 %	1.1 %	0	0	National
2175 : Web designers and developers	National	_	0	0.0 %	1.5 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	2.0 %	0	0	National
04 : Semi-Professionals and Technicians		54	2	3.7 %	2.2 %	_	_	
2212 : Geological and mineral technologists and technicians	Ontario	_	0	0.0 %	5.4 %	0	0	Ontario
2231 : Civil engineering technologists and technicians	Ontario	29	_	3.4 %	2.2 %	<u> </u>	0	Ontario
2231 : Civil engineering technologists and technicians	Québec	_	0	0.0 %	1.3 %	0	0	Québec
2231 : Civil engineering technologists and technicians	Yukon	2	0	0.0 %	0.0 %	0	0	Yukon
2253 : Drafting technologists and technicians	Ontario	4	0	0.0 %	1.3 %	0	0	Ontario
2253 : Drafting technologists and technicians	Québec	_	0	0.0 %	1.1 %	0	0	Québec
2255 : Technical occupations in geomatics and meteorology	Ontario	4	0	0.0 %	4.7 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	11	_	9.1 %	2.1 %	0	<u> </u>	Ontario
2281 : Computer network technicians	Ontario	_	0	0.0 %	1.4 %	0	0	Ontario
06 : Supervisors: Crafts and Trades		_	0	0.0 %	2.5 %	0	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	<u> </u>	0	0.0 %	2.5 %	0	0	Ontario

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees	Repres	Aborio Representation	Aboriginal Peoples ion Avail	oples Availability	Gap	Recruitment Area
		#	#	%	%	# '	# '	
07 : Administrative and Senior Clerical Personnel		8	_	12.5 %	5.0 %	0	_	
Employment Equity Occupational Group	Greater Sudbury	ω	_	33.3 %	8.6 %	0	_	Greater Sudbury
Employment Equity Occupational Group	Kingston	_	0	0.0 %	1.2 %	0	0	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	2.6 %	0	0	
7237 : Welders and related machine operators	Ontario	2	0	0.0 %	2.6 %	0	0	Ontario
10 : Clerical Personnel		9	0	0.0 %	2.7 %	0	0	
Employment Equity Occupational Group	Kingston	_	0	0.0 %	3.4 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	_	0	0.0 %	0.9 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Ottawa - Gatineau	7	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		9	0	0.0 %	3.3 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	9	0	0.0 %	3.3 %	0	0	Ottawa - Gatineau
Total		159	4	2.5 %	2.1%	2	2	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



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Members of Visible Minorities

Mational National Ontario Schnicians Ontario Chnicians Ontario		:		I	Members o	Members of Visible Minorities			:
Managers Malional 2 0 0.0% 10.1% 0 0 Insanderscountinatis Malional 2 0 0.0% 10.1% 0	Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	entation %	Availab %			cruitment Area
Mational 8 1 12.5% 15.0% 1 2.5% 15.0% 1 2.5% 15.0% 1 2.5% 15.0% 1 2.5% 12 43 3 3 3.6% 17.7% 12 43 3 3 3 3 4 1 4 2 10 0.0% 27.5% 0 0 0 0 0 0 2 1 0	01 : Senior Managers	National	2	0	0.0 %	10.1 %	0		tional
National 1 100 00 00 13.6% 17.7% 12 10 10 10 10 10 10 10 10 10 10 10 10 10	02 : Middle and Other Managers	National	ω	<u> </u>	12.5 %	15.0 %	<u> </u>		tional
Mational 1 0 0.0% 27.5% 0 0 Mational 1 1 1 100.0% 27.5% 0 0 Mational 1 1 100.0% 27.5% 0 0 0 Mational 2 0 0.0% 21.6% 0 0 0 Mational 42 6 14.3% 13.2% 6 0 Mational 1 0 0.0% 21.6% 0 0 Mational 1 0 0.0% 22.6% 0 0 Mational 1 0 0.0% 22.6% 0 0 Mational 1 0 0.0% 21.4% 0 0 Mational 1 0 0.0% 21.4% 0 0 Mational 2 0 0.0% 20.9% 0 0 0 Mational 2 0 0 0 0	03 : Professionals		66	9	13.6 %	17.7 %	12	۵	
management consulting National 1 1 100.0% 35.4% 0 1 management consulting National 2 0 0.0% 21.6% 0 0 National 42 6 14.3% 13.2% 6 0 0 National 15 2 13.3% 26.0% 4 2 National 1 0 0.0% 21.5% 0 0 National 1 0 0.0% 22.6% 0 0 National 1 0 0.0% 22.6% 0 0 National 1 0 0.0% 21.4% 0 0 National 1 0 0.0% 21.4% 0 0 National 1 1 0 0.0% 21.4% 0 0 National 0 0 0 0 0 0 0 0 0 0 0 0	1111 : Financial auditors and accountants	National	_	0	0.0 %	27.5 %	0		tional
Imanagement consulting Mational Ma	1112 : Financial and investment analysts	National	_	<u> </u>	100.0 %	35.4 %	0	1 Na	ional
National 42 6 14.3% 13.2% 6 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1122 : Professional occupations in business management consulting	National	2	0	0.0 %	21.6 %	0		tional
National 15 2 13.3% 26.0% 4 22 National 1 0 0.0% 22.6% 0 0 National 1 0 0.0% 22.6% 0 0 National 1 0 0.0% 21.4% 0 0 National 1 0 0.0% 21.9% 0 0 National 2 0 0.0% 21.9% 0 0 nand technicians National 2 0 0.0% 21.9% 0 0 schnicians Ontario 2 0 0.0% 21.9% 0 0 schnicians Ontario 2 0 0.0% 23.7% 7 2 schnicians 7 7 0 0.0% 20.7% 7 2 0 schnicians 0 0 0 0 0.0% 0.0% 0 0 0 0 0	2113 : Geoscientists and oceanographers	National	42	6	14.3 %	13.2 %	6		tional
Insultants National 1 0 0.0% 22.6% 0 0 Inarketing researchers and consultants National 1 0 0.0% 22.8% 0 0 0 Inarketing researchers and consultants National 2 0 0.0% 22.8% 0 0 0 Inarketing researchers and consultants National 2 0 0.0% 21.9% 0 0 0 Inarketing researchers and consultants National 2 0 0.0% 21.9% 0 0 0 Inarketing researchers and consultants National 2 0 0.0% 21.9% 0 <	2131 : Civil engineers	National	15	2	13.3 %	26.0 %	4		tional
nsultants National 1 0 0.0% 31.4% 0 0 National 1 0 0.0% 31.4% 0 0 National 1 0 0.0% 22.8% 0 0 National 2 0 0.0% 21.9% 0 0 National 2 0 0.0% 21.9% 0 0 and technicians Ontario 1 0 0.0% 21.3% 0 0 schinicians Ontario 2 0 0.0% 13.3% 0 0 schinicians Ontario 1 0 0.0% 16.9% 22.7% 7 schinicians Ontario 2 0 0.0% 10.9% 0 0 schinicians 0 0 0 0 0 0 0 0 schinicians 0 0 0 0 0 0 0 0	2144 : Geological engineers	National	_	0	0.0 %	22.6 %	0		tional
National 1 0 0.0 % 22.8 % 0 0 Parketing researchers and consultants National 2 0 0.0 % 22.8 % 0 0 pand technicians Ontario 54 7 13.0 % 20.1 % 11 44 pothnicians Ontario 2 0 0.0 % 22.7 % 7 45 pothnicians Ontario 2 2 6.9 % 22.7 % 7 45 pothnicians Ontario 2 0 0.0 % 22.7 % 7 45 pothnicians Ontario 2 0 0.0 % 6.9 % 22.7 % 0 0.0 pothnicians Ontario 2 0 0.0 % 6.9 % 0 0 0 pothnicians Ontario 2 0 0.0 % 0.0 % 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <	2171 : Information systems analysts and consultants	National	_	0	0.0 %	31.4 %	0		tional
tranketing researchers and consultants National 2 0 0.0% 21.9% 0 0.0 0	2175 : Web designers and developers	National	_	0	0.0 %	22.8 %	0		tional
and technicians Ontario Onta	4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	21.9 %	0		tional
ineral technologists and technicians Ontario O	04 : Semi-Professionals and Technicians		54	7	13.0 %	20.1 %	11	4	
technologists and technicians Ontario 29 2 6.9 % 22.7 % 7 -5 technologists and technicians Québec 1 1 100.0 % 6.9 % 22.7 % 0 1 gists and technicians Yukon 2 0 0.0 % 0.0 % 0.0 % 0 0 0 gists and technicians Ontario 4 1 25.0 % 30.2 % 1 0 gists and technicians Québec Ontario 4 1 0 0.0 % 7.7 % 0 0 gists and technicians Ontario 4 1 0 0.0 % 7.7 % 0 0 gists and technicians Ontario 4 0 0.0 % 7.7 % 0 0 iconad environmental health and occupational health and safety Ontario 11 3 27.3 % 16.6 % 2 1 k technicians 1 0 0.0 % 34.1 % 0 0 0 <th< td=""><td>2212 : Geological and mineral technologists and technicians</td><td>Ontario</td><td>_</td><td>0</td><td>0.0 %</td><td>13.3 %</td><td>0</td><td></td><td>ıtario</td></th<>	2212 : Geological and mineral technologists and technicians	Ontario	_	0	0.0 %	13.3 %	0		ıtario
technologists and technicians Québec 1 1 100.0% 6.9% 0 1 technologists and technicians Yukon 2 0 0.0% 0.0% 0.0% 0 </td <td>2231 : Civil engineering technologists and technicians</td> <td>Ontario</td> <td>29</td> <td>2</td> <td>6.9 %</td> <td>22.7 %</td> <td>7</td> <td></td> <td>ıtario</td>	2231 : Civil engineering technologists and technicians	Ontario	29	2	6.9 %	22.7 %	7		ıtario
technologists and technicians Yukon 2 0 0.0 % 0.0 % 0 0 gists and technicians Ontario 4 1 25.0 % 30.2 % 1 0 gists and technicians Québec 1 0 0.0 % 7.7 % 0 0 titions in geomatics and meteorology Ontario 4 0 0.0 % 15.3 % 1 1 lic and environmental health and occupational health and safety Ontario 1 3 27.3 % 16.6 % 2 1 k technicians Ontario 1 0 0.0 % 34.1 % 0 0 s and Trades Ontario 1 0 0.0 % 11.9 % 0 0	2231 : Civil engineering technologists and technicians	Québec	_	<u> </u>	100.0 %	6.9 %	0	1 Qu	iébec
gists and technicians Ontario 4 1 25.0 % 30.2 % 1 0 gists and technicians Québec 1 0 0.0 % 7.7 % 0 0 0 0 0.0 % 7.7 % 0 0 0 0 0.0 % 7.7 % 0 0 0 0 0.0 % 7.7 % 0 0 0 0 0 0.0 % 7.7 % 0 0 0 0 0 0.0 % 7.7 % 0 0 0 0 0 0.0 % 7.7 % 0 0 0 0 0 0.0 % 7.7 % 0	2231 : Civil engineering technologists and technicians	Yukon	2	0	0.0 %	0.0 %	0		kon
gists and technicians Québec 1 0 0.0 % 7.7 % 0 0 titions in geomatics and meteorology Ontario 4 0 0.0 % 15.3 % 1 -1 lic and environmental health and occupational health and safety Ontario 11 3 27.3 % 16.6 % 2 1 k technicians Ontario 1 0 0.0 % 34.1 % 0 0 s and Trades 1 0 0.0 % 11.9 % 0 0 supervisors, machining, metal forming, shaping and erecting trades Ontario 1 0 0.0 % 11.9 % 0 0	2253 : Drafting technologists and technicians	Ontario	4	<u> </u>	25.0 %	30.2 %	<u> </u>		ıtario
titions in geomatics and meteorology Ontario 4 0 0.0% 15.3% 1 1 1 1 1 1 1 1 1 1 1 1 1	2253 : Drafting technologists and technicians	Québec	_	0	0.0 %	7.7 %	0		ıébec
lic and environmental health and occupational health and safety Ontario In technicians Ontario In technicians In the same of the same	2255 : Technical occupations in geomatics and meteorology	Ontario	4	0	0.0 %	15.3 %	_	- 1 On	ıtario
k technicians 1 0 0.0 % 34.1 % 0 0 s and Trades 1 0 0.0 % 11.9 % 0 0 supervisors, machining, metal forming, shaping and erecting trades Ontario 1 0 0.0 % 11.9 % 0 0	2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	11	ω	27.3 %	16.6 %	2	1 On	ıtario
s and Trades 1 0 0.0% 11.9% 0 0 supervisors, machining, metal forming, shaping and erecting trades Ontario 1 0 0.0% 11.9% 0 0	2281 : Computer network technicians	Ontario	_	0	0.0 %	34.1 %	0		ıtario
supervisors, machining, metal forming, shaping and erecting trades Ontario 1 0 0.0 % 11.9 % 0 0	06 : Supervisors: Crafts and Trades		_	0	0.0 %	11.9 %	0	0	
	$7201:\mbox{Contractors}$ and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	_	0	0.0 %	11.9 %	0		ıtario

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees	Member Representation	Members o	Members of Visible Minorities		Gap	Recruitment Area
		#	#	%	%		#	
07 : Administrative and Senior Clerical Personnel		8	0	0.0 %	7.1 %	_	4	
Employment Equity Occupational Group	Greater Sudbury	ω	0	0.0 %	1.5 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Kingston	_	0	0.0 %	3.4 %	0	0	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	22.5 %	0	0	
7237 : Welders and related machine operators	Ontario	2	0	0.0 %	22.5 %	0	0	Ontario
10 : Clerical Personnel		9	2	22.2 %	13.0 %	_	<u> </u>	
Employment Equity Occupational Group	Kingston	<u> </u>	0	0.0 %	3.0 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	_	0	0.0 %	11.5 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Ottawa - Gatineau	7	2	28.6 %	14.7 %	_	_	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		Ø	_	11.1 %	19.9 %	2	_	
Employment Equity Occupational Group	Ottawa - Gatineau		<u> </u>	11.1 %	19.9 %	2	<u>.</u>	Ottawa - Gatineau
Total		159	20	12.6 %	17.6 %	28	-8	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



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Persons with Disabilities

				Persons v	Persons with Disabilities	es		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	ntation %	Availability %#	bility Gap		Recruitment Area
01/02 : Managers	National	10	0	0.0 %	4.3 %	0	0 National	9
03 : Professionals	National	66	ω	4.5 %	3.8 %	ω	0 National	<u>a</u>
04 : Semi-Professionals and Technicians	National	54	_	1.9 %	4.6 %	2	-1 National	<u>a</u>
06 : Supervisors: Crafts and Trades	National	_	0	0.0 %	7.8 %	0	0 National	<u>a</u>
07 : Administrative and Senior Clerical Personnel	National	8	<u> </u>	12.5 %	3.4 %	0	1 National	<u>a</u>
09 : Skilled Crafts and Trades Workers	National	Ν	0	0.0 %	3.8 %	0	0 National	<u>a</u>
10 : Clerical Personnel	National	9	0	0.0 %	7.0 %	_	-1 National	<u>a</u>
12 : Semi-Skilled Manual Workers	National	ø	0	0.0 %	4.8 %	0	0 National	<u>a</u>
Total		159	5	3.1 %	4.3 %	6	-1	

Total may not equal sum of components due to rounding.

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

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WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

12 : Semi-Skilled Manual Workers	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	07 : Administrative and Senior Clerical Personnel	06 : Supervisors: Crafts and Trades	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	NOC	EEOG	NOC	NOC	NOC	EEOG	EEOG	Perform Analysis By
CMA	CMA	Provincial	CMA	Provincial	Provincial	National	National	National	Recruitment Area

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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
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



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Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	2	1	50.0 %	27.4 %	1	0
02 : Middle and Other Managers	8	6	75.0 %	38.9 %	3	3
3: Professionals	66	34	51.5 %	23.3 %	15	19
94 : Semi-Professionals and Technicians	54	21	38.9 %	21.3 %	12	9
6 : Supervisors: Crafts and Trades	1	0	0.0 %	5.3 %	0	0
: Administrative and Senior Clerical Personnel	8	7	87.5 %	80.5 %	6	1
9 : Skilled Crafts and Trades Workers	2	1	50.0 %	5.1 %	0	1
0 : Clerical Personnel	9	7	77.8 %	66.5 %	6	1
12 : Semi-Skilled Manual Workers	9	0	0.0 %	14.6 %	1	-1
otal	159	77	48.4 %	27.9 %	44	33

Total may not equal sum of components due to rounding.



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Aboriginal Peoples

			Aborigi	iginal Peoples		
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	oility	Gap
	#	#	%	%	#	#
01 : Senior Managers	2	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	œ	0	0.0 %	2.2 %	0	0
03 : Professionals	66	<u> </u>	1.5 %	1.3 %	_	0
04 : Semi-Professionals and Technicians	54	N	3.7 %	2.2 %	_	<u> </u>
06 : Supervisors: Crafts and Trades	_	0	0.0 %	2.5 %	0	0
07 : Administrative and Senior Clerical Personnel	œ	_	12.5 %	5.0 %	0	<u> </u>
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	2.6 %	0	0
10 : Clerical Personnel	9	0	0.0 %	2.7 %	0	0
12 : Semi-Skilled Manual Workers	9	0	0.0 %	3.3 %	0	0
Total	159	4	2.5 %	2.1 %	2	2

Total may not equal sum of components due to rounding.



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Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - BluMetric Environmental Inc.

Workforce Analysis - Summary Report

Date: 2018-05-30

Members of Visible Minorities

			Viembers of	Members of Visible Minorities	ties	
Employment Equity Occupational Group	All Employees	Repres	Representation	Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	2	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	ω	<u> </u>	12.5 %	15.0 %	<u> </u>	0
03: Professionals	66	9	13.6 %	17.7 %	12	lo.
04 : Semi-Professionals and Technicians	54	7	13.0 %	20.1 %	11	4
06 : Supervisors: Crafts and Trades	_	0	0.0 %	11.9 %	0	0
07 : Administrative and Senior Clerical Personnel	ω	0	0.0 %	7.1 %	1	1
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	22.5 %	0	0
10 : Clerical Personnel	9	2	22.2 %	13.0 %	_	<u> </u>
12 : Semi-Skilled Manual Workers	9	1	11.1 %	19.9 %	2	1
Total	159	20	12.6 %	17.6 %	28	-8

Total may not equal sum of components due to rounding.



2018-05-30

Workplace Equity Information Management System - BluMetric Environmental Inc.

001489

Workforce Analysis - Summary Report

Date: 2018-05-30

Persons with Disabilities

			Persons w	Persons with Disabilities	S	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	ility	Gap
	#	#	%	%	#	#
01/02 : Managers	10	0	0.0 %	4.3 %	0	0
03 : Professionals	66	ω	4.5 %	3.8 %	ω	0
04 : Semi-Professionals and Technicians	54	<u> </u>	1.9 %	4.6 %	2	<u>- 1</u>
06 : Supervisors: Crafts and Trades	<u> </u>	0	0.0 %	7.8 %	0	0
07 : Administrative and Senior Clerical Personnel	8	<u> </u>	12.5 %	3.4 %	0	-
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	9	0	0.0 %	7.0 %	_	
12 : Semi-Skilled Manual Workers	9	0	0.0 %	4.8 %	0	0
Total	159	5	3.1%	4.3 %	0	<u> </u>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - BluMetric Environmental Inc.

001490

Workforce Analysis - Summary Report

Date: 2018-05-30

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

12 : Semi-Skilled Manual Workers	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	07 : Administrative and Senior Clerical Personnel	06 : Supervisors: Crafts and Trades	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	NOC	EEOG	NOC	NOC	NOC	EEOG	EEOG	Perform Analysis By
CMA	CMA	Provincial	CMA	Provincial	Provincial	National	National	National	Recruitment Area

2018-05-30



Workforce Analysis - Summary Report

Date: 2018-05-30

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
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



Federal Contractors Program Achievement Report Part 1: Workforce Analysis BluMetric Environmental Inc. 2018-05-30

Data from Firs	t/Previous Wo	rkforce Analysis
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Data from Fi	st/Previous Workf	orce Analysis
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Data from Su	bsequent/Curr Analysis	ent Workforce
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Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	05	30

			Гable 1: Women	
		First/Previous Workforce Analysis		Analysis
Employment Equity Occupational Group (EEOG)		All Employees	Women	
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	7	2	27.40
02	Middle & Other Managers	4	2	38.90
03	Professionals	51	26	20.50
04	Semi-Professionals & Technicians	30	7	19.70
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	0	0	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	10	10	66.40
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	5	1	12.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		107	48	25.3

* Source:		

Table 5: Women			
Subsequent/Current Workforce Analysis			
All Employees	Women		
	Representation	Availability*	
#	#	%	
2	1	27.40	
8	6	38.90	
66	34	23.30	
54	21	21.30	
0	0	0.00	
1	0	5.30	
8	7	80.50	
0	0	0.00	
2	1	5.10	
9	7	66.50	
0	0	0.00	
9	0	14.60	
0	0	0.00	
0	0	0.00	
159	77	27.9	

* Source:		

Data from First/Previous Workforce Analysis Federal Contractors Program Achievement Report BluMetric Environmental Inc. Part 1: Workforce Analysis 2018-05-30 Data from Subsequent/Current Workforce

Data from First/Previous Workforce Analysis

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Data from Subsequent/Current Workforce Analysis

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	Tahle	Table 2: Aboriginal Peoples	enn les	Table	Table 6. Aboriginal Peoples	mlee
	First/Pr	First/Previous Workforce Analysis	Analysis	Subsequent	Subsequent/Current Workforce Analysis	e Analysis
compatible Compational Curry (FFOC)	All Employees	Aboriginal Peoples	al Peoples	All Employees	Aboriginal Peoples	l Peoples
oyment Equity Occupational Oroup (EEOO)		Representation	Availability*		Representation	Availability*
	#	#	%	#	#	%
Senior Managers	7	0	2.90	2	0	2.9
Middle & Other Managers	4	0	2.20	8	0	2.2
Professionals	51	1	1.20	66	1	1.3
Semi-Professionals & Technicians	30	0	2.20	54	2	2.2
Supervisors	0	0	0.00	0	0	0.0
Supervisors: Crafts & Trades	0	0	0.00		0	2.5
Administrative & Senior Clerical Personnel	0	0	0.00	8		5.0
Skilled Sales & Service Personnel	0	0	0.00	0	0	0.0
Skilled Crafts & Trades Workers	0	0	0.00	2	0	2.6
Clerical Personnel	10	0	2.70	9	0	2.6
Intermediate Sales & Service Personnel	0	0	0.00	0	0	0.0
Semi-Skilled Manual Workers	5	0	9.70	9	0	3.3
Other Sales & Service Personnel	0	0	0.00	0	0	0.0
Other Manual Workers	0	0	0.00	0	0	0.0

01 02 03 03 04 05 05 06 07 07 07

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* Source:

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* Source:

Federal Contractors Program Achievement Report BluMetric Environmental Inc. Part 1: Workforce Analysis 2018-05-30

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All Employees Members of Visible Minority	0.00)	0	Other Manual Workers
All Employees Members of Visible Minoriti Representation Availability	0.00)	0	Other Sales & Service Personnel
# # # % % % % % % % % % % % % % % % % %	1.70)	5	Semi-Skilled Manual Workers
All Employees Members of Visible Minority Representation Availability 4 7 7 7 7 7 7 7 7 7	0.00)	0	Intermediate Sales & Service Personnel
All Employees Members of Visible Minority Representation Availability 4 1 1 1 1 1 1 1 1 1	13.20		10	Clerical Personnel
# # # 9% ## 9% ## 9% ## 9% ## 9% ## 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.00)	0	Skilled Crafts & Trades Workers
# # # 9% # # 9% # 9% # 1 51 51 30 0 0 0 0 0 0 0 0 0 0 0 0	0.00)	0	Skilled Sales & Service Personnel
All Employees Members of Visible Minority	0.00)	0	Administrative & Senior Clerical Personnel
All Employees Members of Visible Minority Representation Availability 9% 4 1 1 1 1 1 1 1 1 1	0.00)	0	Supervisors: Crafts & Trades
# # # # # # # # # # # # # # # # # # #	0.00)	0	Supervisors
All Employees Members of Visible Minority Representation Availability # # # % 7	20.10	10	30	Semi-Professionals & Technicians
All Employees Members of Visible Minority Representation Availability # # 9% 7 0 0 4 1	7 17.10		51	Professionals
All Employees Members of Visible Minoriti Representation Availability # # %	15.00		4	Middle & Other Managers
All Employees Members of Visib Representation #	10.10)	7	Senior Managers
All Employees Members of Visib Representation	9%	#	#	
All Employees	Availability*	Representation		ymene Educy Occupanount Group (EEGG)
	isible Minorities	Members of V	All Employees	vment Famity Occupational Crown (FFOC)
First/Previous Workforce Analysis	Analysis	evious Workforce	First/Pr	
Lable 5: Members of Visible Minorities	le Minorities	mbers of Visib	Table 3: MG	

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Table 7: Me Subsequent	Table 7: Members of Visible Minorities Subsequent/Current Workforce Analysis	Minorities e Analysis
All Employees	Members of Visible Minorities	ible Minorities
-	Representation	Availability.
#	#	%
2	0	10.1
8	1	15.0
66	9	17.6
54	7	20.1
0	0	0.0
1	0	11.9
8	0	7.1
0	0	0.0
2	0	22.5
9	2	13.0
0	0	0.0
9	_	19.9
0	0	0.0
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* Source:

Federal Contractors Program Achievement Report BluMetric Environmental Inc. Part 1: Workforce Analysis 2018-05-30

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	Table 4:	Table 4: Persons with Disabilities	sabilities
	First/Pr	First/Previous Workforce Analysis	\nalysis
The safe Facility Community of Community (FFOC)	All Employees	Persons with Disabilities	Disabilities
Dyment Eduity Occupational Group (EEOG)		Representation	Availability*
	#	#	%
Managers	11	1	4.30
Professionals	51	0	3.80
Semi-Professionals & Technicians	30	0	4.60
Supervisors	0	0	0.00
Supervisors: Crafts & Trades	0	0	7.80
Administrative & Senior Clerical Personnel	0	0	0.00
Skilled Sales & Service Personnel	0	0	3.50
Skilled Crafts & Trades Workers	0	0	0.00
Clerical Personnel	10	0	7.00
Intermediate Sales & Service Personnel	0	0	0.00
Semi-Skilled Manual Workers	5	0	4.80
Other Sales & Service Personnel	0	0	0.00
Other Manual Workers	0	0	0.00

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Table 8:	Table 8: Persons with Disabilities	sabilities
Subsequen All Employees	mployees Persons with Disabilities	Se Analysis Disabilities
	Representation	Availability*
#	#	9/0
10	0	4.3
66	3	3.8
54	1	4.6

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Data from Form 4 - Employees

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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		Table I:	Table I: Wollen	
	Full-time	Full-time / National	Part-time	Part-time / National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers		0	0	0
02 Middle & Other Managers	3	2	0	0
03 Professionals	31	13	0	0
04 Semi-Professionals & Technicians	29	14	3	_
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	∞	5	4	4
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	_	0	0	0
10 Clerical Personnel	13	10	3	2
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	(J)	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	89	44	10	7

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Women All Employees Women Promoted Promoted Promoted Promoted Promoted	0	0	0	0
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+	Women Promoted	All Employees Promoted	Women Promoted	All Employees Promoted
	National	Part-time /	National	Full-time /
		AN OTHER	Table 5:	

4 4	#	II Employees Terminated T	Full-time / National		←
	#	Women Terminated	lational	Table 9:	←
0	#	All Employees Terminated	Part-time	Table 9: Women	←
	#	Women Terminated	Part-time / National		←

Employees	Women	All Employees	Women
#	#	#	#
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2018-05-30	BluMetric Environmental	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Report	

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Data from Form 5 - Employees Promoted

Tal Full-time	Table 2: Aboriginal Peoples Full-time / National Part-time / Na	iginal Peo Part-time	inal Peoples Part-time / National	Tab Full-time
All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted
#	#	#	#	#
 	0	0	0	0
3	0	0	0	2
31	0	0	0	3
29	0	3	0	0
0	0	0	0	0
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Employment Equity Occupational Group

(EEOG)

mployees /	Table 6: Ab	•
Aboriginal Peoples Promoted	Table 6: Aboriginal Peoples ime / National Part-time / Na	•
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Aboriginal Peoples Promoted	tional	•

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01 Senior Managers
02 Middle & Other Managers
03 Professionals
04 Semi-Professionals & Technicians
05 Supervisors

10 Clerical Personnel
11 Intermediate Sales & Service Personnel
12 Semi-Skilled Manual Workers
13 Other Sales & Service Personnel

14 Other Manual Workers

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08 Skilled Sales & Service Personnel09 Skilled Crafts & Trades Workers

06 Supervisors: Crafts & Trades07 Administrative & Senior Clerical Personnel

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				1						֓֡֜֜֜֜֜֜֜֜֜֜֜֓֓֓֓֜֜֜֜֜֓֓֓֓֓֜֜֜֜֜֓֓֓֓֓֓֓֓		֓֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜		
										֓֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֓֓֓֓֓֓֜֜֜֜֜֜֓֓֓֓֓֜֜֜֜֜֓֓֓֓		֡֝֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜		
										֓֜֜֜֜֜֜֜֜֜֜֜֜֜֓֓֓֓֜֜֜֜֜֜֜֓֓֓֓֜֜֜֜֜֓֓֓֓֓֓	1	֓֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜	•	
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Aboriginal Peoples	All Employees Terminated	Aboriginal Peoples	nployees
#	#	#	#
0	0	0	4
/ National	Part-time / National	II-time / National	II-time /
ples	Table 10: Aboriginal Peoples	e 10: Abou	Tabl

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0	0	0	0
0	4	0	14
0	2	0	32
0	0	0	4
0	0	0	4
#	#	#	#
Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	II Employees Ferminated

14	08	2015
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/ Data	Start Date of Flow Data	Start

Data from Form 4 - Employees

Data

from Form 5 - Employees Promoted

Data from Form 6 - Employees

Terminated

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	Table	3: Persons	Table 3: Persons with Disabilities	bilities
	Full-time	Full-time / National	Part-time / National	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	31	3	0	0
04 Semi-Professionals & Technicians	29	2	3	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	4	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers		0	0	0
10 Class and Damananal	- 13	>	ر د	>

10 Clerical Personnel
11 Intermediate Sales & Service Personnel
12 Semi-Skilled Manual Workers
13 Other Sales & Service Personnel

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14 Other Manual Workers

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0	_	0	2
0	0	0	0
#	#	#	#
Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted
/ National	Part-time / National	/ National	Full-time / National
omnes	WITH DISABILITIES	/: Persons	Table /:
L:II:A:			

#	All Employees Terminated	Table 1	←
#	Persons with Disabilities Terminated	Table 11: Person Full-time / National	←
#	All Employees Terminated	Table 11: Persons with Disabilities ull-time / National Part-time / Nation	←
#	Persons wit Disabilities Terminated	with Disabilities Part-time / National	←

2016		3 11 1411 10 100	OTAL CASES
Il-time	II-time / National	Part-time	Part-time / National
oployees pinated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
4	1	0	0
4	0	0	0
32	-	2	0
14		4	0
0	0	0	0
0	0	0	0
4	0	3	0
0	0	0	0
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12	0	3	0
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	Table 4: M	+	
	Members o		H
	f Visible	←	Hired
	Minorities	+	
3			

Data from Form 4 - Employees

Minorities	Table 8: 1	Members o	Table 8: Members of Visible Minorities	linorities
ne / National	Full-time / National	'National	Part-time / National	/ National
Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#	#
0	0	0	0	0
0 0	2	0	_	0
0 0	3	0	0	0
3	0	0	0	0
0 0	0	0	0	0
0 0	0	0	0	0
4 0	0	0	0	0
0 0	0	0	0	0
0 0	0	0	0	0
3 0	0	0	0	0
0 0	0	0	0	0
0 0	0	0	0	0
0 0	0	0	0	0
0 0	0	0	0	0
<u> </u>	•			•

02 Middle & Otho 03 Professionals

Middle & Other Managers

01 | Senior Managers

Employment Equity Occupational Group

All Employee

Hired

Full-time / National

Part-tin

Members of Minorities Visible Hired

All Employ

Hired

06 Supervisors: Crafts & Trades07 Administrative & Senior Cler

Administrative & Senior Clerical Personnel

05 Supervisors

04 Semi-Professionals & Technicians

29

08 Skilled Sales & Service Personnel09 Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

10

S

0

0

11 Intermediate Sales & Service Personnel

10 Clerical Personnel

13

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Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 12: Members of Visible Minorities

3 4 4 6	#	mployees	III-time
0 1	#	Members of Visible Minorities Terminated	II-time / National
, 0 0	#	All Employees Terminated	Part-time
0	#	Members of Visible Minorities Terminated	Part-time / National

74	0	0	သ	0	12		0	4	0	0	14	32	4	4	#	I Employees Ferminated
12	0	0	0	0	0	0	0	0	0	0	4	7	_	0	#	Visible Minorities Terminated
12	0	0	0	0	3	0	0	3	0	0	4	2	0	0	#	All Employees Terminated
2	0	0	0	0		0	0	0	0	0	0		0	0	#	Visible Minorities Terminated

Federal Contractors Program Achievement Report Part 3: Goals BluMetric Environmental Inc. 2018-05-30

									Data	for First/I	Previous (Foals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	1	↓	1	1	↓	↓	1	↓	1	Ţ	\	1	1	Ţ	↓	J	Ţ	↓	↓
										Table 1:									
				AU F.	nplovees				First	Previous SI	iort-term G	oals		***	omen				
				Au Eu	1					1			3 Van	r Goals	omen	T	1	1	
	Number	Gree	wth (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number		eplacement of	Hires		n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proi	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD		Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)			<u> </u>	Over 3			Over 3	Years		 	Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2015-08-14	Annually	Annually	Years	Annually	Annually	Years		2015-08-14	Annually	Years		2015	2018					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	-34.1%		C	88.9%		0	0	2	0.0%	0	0	C		27.4%	0	0	28.6%	28.6%
02 Middle & Other Managers	4	26.0%		C	66.7%		0	0	2	0.0%	0	0	C		38.9%	0	0	50.0%	50.0%
03 Professionals	51	9.0%		C	58.1%		0	0	26	0.0%	0	-16	C		20.5%	1	16	51.0%	51.0%
04 Semi-Professionals & Tech	30	21.6%		C	42.9%		0	0	7	0.0%	0	-1	0		19.7%	1	1	23.3%	23.3%
05 Supervisors	0	0.0%		C	0.0%		0	0		0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		C	0.0%		0	0	(0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%	,	C	175.0%		0	0	C	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		C	0.0%		0	0	C	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		C	100.0%		0	0	(0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	-3.5%	1	C	157.9%		0	0	10	0.0%	0	-3	C		66.4%	3	3	100.0%	100.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	5	21.6%		C	42.9%		0	0	1	0.0%	0	0	0		12.0%	0	0	20.0%	20.0%
13 Other Sales & Service	0	0.0%		C	0.0%		0	0	(0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		C	0.0%		0	0	(0.0%	0	0	0	1	0.0%	0	0	#DIV/0!	#DIV/0!
Total	107	14.1%	,	0	64.7%		0	0	48	0.0%	0	-21	0		25.3%	21	21	44.9%	44.9%

[†] 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) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Workforce Finallysis) * 2) k 10					Table 2: Women
F 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Wo	men		
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
Group (EEOG)	#	%	#	%	
01 Senior Managers	0		0 (0.0	
02 Middle & Other Managers	0		0 (0.0	
03 Professionals	0		0 (0.0	
04 Semi-Professionals & Tech	0		0 0	0.0	
05 Supervisors	0		0 (0.0	
06 Supervisors: Crafts & Trades	0		0 0	0.0	
07 Administrative & Sr Clerical	0		0 0	0.0	
08 Skilled Sales & Service	0		0 0	0.0	
09 Skilled Crafts & Trades	0		0 (0.0	
10 Clerical Personnel	0		0 0	0.0	
11 Intermediate Sales & Service	0		0 0	0.0	
12 Semi-Skilled Manual	0		0 (0.0	
13 Other Sales & Service	0		0 (0.0	
14 Other Manual Workers	0		0 (0.0	
Total	0		0 (did not require short term goals short term goals for this designated group

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Data for First/Previous Goals	2018-05-30	BluMetric Environmental Inc.	Part 3: Goals	Federal Contractors Program Achievement Report
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Total		13 Other S	12 Semi-Sk	11 Interme	10 Clerical	09 Skilled	08 Skilled 9	07 Adminis	06 Supervi	05 Supervisors	04 Semi-Pr	03 Professionals	02 Middle	01 Senior N			Group (EEOG)	Finalagment						Data sources:	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	sors	Semi-Professionals & Tech	onals	Middle & Other Managers	Senior Managers			Group (EEOG)	Sanity Occumution							В
107	0	0	5	<u>```</u>	10	0	0	<u>п</u> 0	0 8	0	30	51	4	7	#	2015-08-14	ממ-אוא-יייי	Number					←	From Workforce Analysis	С
14.1%	0.0%	0.0%	21.6%	0.0%	-3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	21.6%	9.0%	26.0%	-34.1%	%	Annually	Actual	Grow	,				←	From Workforce Analysis [†]	D
5.0%											5.0%				%	Annually	Projected	Grown (New Positions)					←	From Workforce Data Entry C x E x 3 Analysis [†]	Е
16	0	0	0	0	0	0	0	0	0	0	5	0	0	0	#	Over 3 Years	red			All Employees			←		F
64.7%	0.0%	0.0%	42.9%	0.0%	157.9%	100.0%	0.0%	175.0%	0.0%	0.0%	42.9%	58.1%	66.7%	88.9%	%	Annually	Actual	F	Turnover (Replacement of Terminated	loyees			←	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis*	G
8.0%											8.0%				%	Annually	Projected	Employees)	lacement of Te				←	ata Entry C	Н
26	0	0	0	0	0	0	0	0	0	0	7	0	0	0	#	Over 3 Years		I	rminated				←	x H x 3	1
42	0	0	0	0	0	0	0	0	0	0	12	0	0	0	#		,	Anticipated					←	'FJ + 	J
1	0	0	0	0	0	0	0	0	0	0	0		0	0	#	2015-08-14	YYYY-MM-DD	Number	-		First/l	Table	←	From Workforce Analysis	K
8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Replacement of Terminated Employees)			First/Previous Short-ter	Table 3: Aboriginal	←	Equivalent to H	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3 Years		inployees)			rt-term Goals	inal Peoples	←	KxLx3	М
2	0	0	0	0	0	0	0	0	0	0	_	0	0	0	#	Years	Over 3	E E			als	les	←	(F x Q) - R + M	Z
2	0	0	0	0	0	0	0	0	0	0		0	0	0	#	2015	7444-1444	From - To	3 Year Goals				←	J x P D	0
5.0%											5.0%				%	2018		5	als	Aboriginal Peoples			←	Data Entry V	P
2.2%	0.0%	0.0%	9.7%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	1.2%	2.2%	2.9%	%		Availability			Peoples			←	From Workforce Analysis	0
-1	0	0	0	0	0	0	0	0	0	0	<u>.</u>	0	0	0	#:		Present Gap						←	From Workforce Analysis	R
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#:		Gap						←	(K - M + O) - ((C + F) x Q)	s
0.9%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	0.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0.	0.0%	2.0%	0.0%	0.0%	%		Representation						←	K÷C	T
6 2.4%		#DIV/0!								#DIV/0!		6 2.0%		6 0.0%	%		Representation in 3	Projected					←	(K - M + O) + (C + F)	U

† 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.

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	aroup (amount	Employment Equity Occupational	darmant Faulty Occupat	
				rvice				rical	rades		ech		ers		#		iona	
-	0	0	0	0	0	0	0	0	0	0		0	0	0	- %	Short-term Goals	Aborig	
h >	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	0.0	0.0			Aboriginal Peoples	
>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Long-term Goals	ples	
))	0	0)))	0	_))	0	%	n Goals		
2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	.0 data	0 data	0.0	0.0				
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											assessn	assessn						
											1.0 data from first assessment sheet is being pulled into the incorect column - corrected	0.0 data from first assessment sheet hidden is being picked up incorrectly. Goals pull						
											et is bein	t hidder						
											ig pulled	ı is bein						
											into the	g picked						
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											t column	rectly.						lable 4: Aboriginal
											- соптес	Goals pu						origin:
											ted	lled from						al Peoples
												led from above				Co		les
																Comments		
																56		

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Data for First/Previous Goals

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service		06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers			Group (FFOG)	Fundament Faulty Occupational						Data sources:	A B
107	0	0	5	0	10	0	0	0	0	0	30	51	11	#	2015-08-14	YYYY-MM-DD	Number					←	From Workforce Analysis	С
14.1%	0.0%	0.0%	21.6%	0.0%	-3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	21.6%	9.0%	-4.1%	%	Annually	Actual	5104	7				Ţ	From Workforce Analysis [†]	D
5.0%					5.0%						5.0%	5.0%		%	Annually	Projected	Growin (New Fosilions)					↓	From Workforce Data Entry C x E x 3 Analysis *	E
16	0	0	0	0	2	0	0	0	0	0	5	∞	0	#	Over 3 Years	red			All Employees			↓		F
64.7%	0.0%	0.0%	42.9%	0.0%	157.9%	100.0%	0.0%	175.0%	0.0%	0.0%	42.9%	58.1%	77.8%	%	Annually /	Actual	Er	Turnover (Replacement of Terminated	iyees			↓	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis *	G
6.5%					5.0%						8.0%	8.0%		%	Annually	Projected	Employees)	eement of Ter				←	ata Entry C	Н
21	0	0	0	0	2	0	0	0	0	0	7	12	0	#	Over 3 Years			minated				←	x H x 3	-
37	0	0	0	0	4	0	0	0	0	0	12	20	0	#	Years		Anticipated					↓	F + I	J
1	0	0	0	0	0	0	0	0	0	0	0	0	1	#	2015-08-14	YYYY-MM-DD	Number			First/l	Table 5:	Ţ	From Workforce Analysis	К
6.5%	0.0%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	8.0%	0.0%	%	Annually		Turnover (Replacement of Terminated Employees)			First/Previous Short-term Goals	Table 5: Persons with I	Ţ	Equivalent to H	Т
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		mulovees			rt-term Go		↓	KxLx3	M
4	0	0	0	0		0	0	0	0	0	_	2	-1	#	Years	Over 3	Hires			als) is a bilities	↓	(F x Q) - R + M	Z
2	0	0	0	0	0.00	0	0	0	0	0	_		0	#	2015	YYYY-YYYY	From - To	3 Year Goals	-			↓	JxP	0
5.0%					5.0%						5.0%	5.0%		%	2018	AWA	To	ioals	ersons with			Ţ	Data Entry	P
4.4%	4.4%	0.0%	0.0%	4.8%	0.0%	7.0%	0.0%	3.5%	0.0%	7.8%	0.0%	4.6%	3.8%	%	•	Availability			Persons with Disabilities			←	From Workforce Analysis	Q
-4	0	0	0	0	-1	0	0	0	0	0	-1	-2	1	#		Present Gap						←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
-2	0	0	0	0	0	0	0	0	0	0	1	-2	1	#		Gap						↓	(K - M + O) - ((C + F) x Q)	s
0.9%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	0.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.0%	9.1%	%		Representation						←	K÷C	T
% 2.4%		拖)! #DIV/0!)! #DIV/0!			% 2.9%		% 9.1%	%	Years	Representation in 3	Projected					←	(K - M + O) + (C + F)	U

[†] 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.

Employment Equity Occupational Group (EEOG) Ferroins Will Desaults Group (EEOG) # % # % % # % # % # % # % # % % 01/02 Managers 0 0.0			2			1 4016	Lable 0. Let soms with	Disabilities		
Short-term Goals Long-term Coals H % # % %	mulaumant Famine Occumutional		with Disabilit	ies						
# % # % % % % % % % %	inproximent Equity Occupational			term Goals				Com	ments	
Is 0 0,0 0 1	Group (EEOG)	# %		%						
Ids 1 5.0 1 ssionals & Tech 1 5.0 1 sicrafts & Trades 0 0.0 0 s: Crafts & Trades 0 0.0 0 tive & Sr Clerical 0 0.0 0 ss & Service 0 0.0 0 ss & Service 0 0.0 0 rsonnel 0 5.0 0 rs Sales & Service 0 0.0 0 od Manual 0 0.0 0 sc Service 0 0.0 0 sc Service 0 0.0 0 oal Workers 0 0.0 0	01/02 Managers	0	0.0	0.0)					
onals & Tech 1 5.0 1 Cardis & Trades 0 0.0 0 Cardis & Trades 0 0.0 0 e & Sr Clerical 0 0.0 0 & Service 0 0.0 0 & Trades 0 0.0 0 mmel 0 0.0 0 Manual 0 0.0 0 Service 0 0.0 0 Service 0 0.0 0 Service 0 0.0 0 O 0.0 0 0	03 Professionals		5.0	1 2.0						
Crafts & Trades 0 0.0 vv & Sr Clerical 0 0.0 s & Service 0 0.0 sonnel 0 5.0 Namual 0 0.0 Namual 0 0.0 Namual 0 0.0 & Service 0 0.0	04 Semi-Professionals & Tech	<u></u>	5.0	1.0						
Crafts & Trades 0 0.0 ve & Sr Clerical 0 0.0 s & Service 0 0.0 s & Trades 0 0.0 sonnel 0 5.0 0 Sales & Service 0 0.0 0 Manual 0 0.0 0 & Service 0 0.0 0 & Service 0 0.0 0	05 Supervisors	0	0.0)					
Prical 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	06 Supervisors: Crafts & Trades		0.0)					
Prvice 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	07 Administrative & Sr Clerical	0	0.0)					
nrice 0 00 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	08 Skilled Sales & Service	0	0.0							
9. 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.	09 Skilled Crafts & Trades	0	0.0	0.0						
ervice 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0	10 Clerical Personnel	0	5.0	0 1.0						
0 0 0 0,0 0 0	11 Intermediate Sales & Service	0	0.0	0.0)					
0 0.0 0	12 Semi-Skilled Manual	0	0.0	0.0)					
0 0.0 0	13 Other Sales & Service	0	0.0	0.0)					
	14 Other Manual Workers	0	0.0	0.0)					

Data for First/Previous Goals	2018-05-30	BluMetric Environmental Inc.	Part 3: Goals	Federal Contractors Program Achievement Report	3
			_00	150:	3

Total	14 Oth	13 Oth	12 Sen	11 Inte	10 Clei	09 Skil	08 Skil	07 Adır	06 Sup	05 Sup	04 Sen	03 Prod	02 Mid	01 Sen		•	Group (EEOG)							Data sources:	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers			Group (EEOG)	ent Faulty (ces:	В
	Vorkers	ervice	anual	les & Service	ıel	Trades	Service	& Sr Clerical	afts & Trades		nals & Tech		Managers	si			- Carabanana	Decumations							
107	- (_	(6		10	_	_	_		_	30	51			#	2015-08-14	YYYY-MM-DD	Number					←	From Workforce Analysis	С
14.1%	0.0%	0.0%	21.6%	0.0%	-3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	21.6%	9.0%	26.0%	-34.1%	%	Annually	Actual	Grov	,				←		D
5.0%											5.0%	5.0%		5.0%	%	Annually	Projected	Grown (New Positions)					←	From Workforce Data Entry C x E x 3 Analysis*	Ð
16	0	0	0	0	0	0	0	0	0	0	5	8	0	_	#	Over 3 Years	cted			All Employees			←		F
64.7%	0.0%	0.0%	42.9%	0.0%	157.9%	100.0%	0.0%	175.0%	0.0%	0.0%	42.9%	58.1%	66.7%	88.9%	%	Annually	Actual	E	Turnover (Replacement of Terminated	loyees			←	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis †	G
7.0%											8.0%	8.0%		5.0%	%	Annually	Projected	Employees)	lacement of Te				←	Data Entry C	Н
22	0	0	0	0	0	0	0	0	0	0	7	12	0	_	#	Over 3 Years		I	rminated				←	x H x 3	ı
38	0	0	0	0	0	0	0	0	0	0	12	20	0	2	#	rears		Anticipated				_	←	म + T	J
11	0	0	0	0	_	0	0	0	0	0	2	7	_	0	#	2015-08-14	YYYY-MM-DD	Number			First/	able 7: Members of Visit	←	From Workforce Analysis	K
7.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	8.0%	0.0%	5.0%	%	Annually		Turnover (Replacement of Terminated Employees)			First/Previous Short-ter	embers of	←	Equivalent to H	Т
2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	#	Over 3 Years		urnover (Replacement of Terminated Employees)			ort-term Goals		←	KxLx3	M
11	0	0	0	0	0	0	0	0	0	0	5	5	0	_	#	Years	Over 3	Hirts			als	le Minorities	←	(F x Q) - R + M	Z
2	0	0	0	0	0	0	0	0	0	0			0	0	#	2015	1111-1111	From - To	3 Year Goals	Mer			←	JxP [0
5.0%											5.0%	5.0%		5.0%	%	2018	144	Ŧ	ioals	nbers of Vis			←	Data Entry	P
16.3%	0.0%	0.0%	1.7%	0.0%	13.2%	0.0%	0.0%	0.0%	0.0%	0.0%	20.1%	17.1%	15.0%	10.1%	%		Availability	P		Members of Visible Minorities			←	From Workforce Analysis	Q
-6	0	0	0	0	0	0	0	0	0	0	4	-2	0	<u>.</u>	#		Present Gap			ties			←	From Workforce Analysis	R
-9	0	0	0	0	0	0	0	0	0	0	4	-4	0	-1	#		Gap						←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	S
10.	#DIV/0!	#DIV/0!	0.	#DIV/0!	10.	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	6.	13.	25.	0.	%		Representation						←	K ÷ C	Т
10.3%	V/0!	V/0!	0.0%	V/0!	10.0%	V/0!	V/0!	V/0!	V/0!	V/0!	6.7%	13.7%	25.0%	0.0%				Pro							
8.9%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	10.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	8.6%	10.2%	25.0%	0.0%	%	TOUS	Representation in 3	Projected					←	(K - M + O) ÷ (C + F)	U

Total	14 Otl	13 Ot	12 Ser	11 Int	10 Cle	09 Ski	08 Ski	07 Ad	06 Suj	05 Suj	04 Ser	03 Pro	02 Mi	01 Ser	croup (account			
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	10 Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	07 Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	02 Middle & Other Managers	01 Senior Managers	(EOO)	Employment Equity Occupational	Fallin On	
	kers	ice	aL	& Service		ades	vice	r Clerical	& Trades		& Tech		magers			працонан		
															#	Short	-	
2	0	0	0	0	0	0	0	0	0	0			0	0	%	Short-term Goals	Members of Visible Minorities	
5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	5.0	0.0	5.0	%		of Visible	
7	0	0	0	0	0	0	0	0	0	0	2	3	0	2	#	Long-term Goals	e Minoria	
==		_	_	_			_	_	_	_	2(Ξ.	_	- 1	%	m Goals	ties	
18.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.1	17.1	0.0	10.1				
																		_
																		Table 5: Mellibers of Alsible Millorities
																		VICIN
																		ers of
continu																		ISIDIC
ing to w																δ		TIONITY
ork on lo																Comments		Hes
continuing to work on long term goals.																8		
oals.																		

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) - 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.

I Contractors Program Achievement Report Part 3: Goals BluMetric Environmental Inc. 2018-05-30		2018-05-30	BluMetric Environmental Inc.	Part 3: Goals	Federal Contractors Program Achievement Report
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Data for Subsequent/Current Goals

Total			12 Semi		10 Cleri	09 Skill	08 Skill	07 Adm	06 Supe		04 Semi	03 Profe	02 Mide	01 Senio			Grain (EEOG)	Fmployme					Data sources:	A
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers			06)	Employment Fauity Occupational					35.	В
159	0	0	9	0	9	2	0	8		0	54	66	8	2	#	2018-05-30	AAAA-WW-DD	Number				←	From Workforce Analysis	С
14.1%	0.0%	0.0%	21.6%	0.0%	-3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	21.6%	9.0%	26.0%	-34.1%	%	Annually	Actual	Grow				←	From Workforce Analysis [†]	D
			6.0%												%	Annually	Projected	Growth (New Positions)				←	From Flow Data Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Analysis *	E
0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	#	Over 3	ed		All Employees			←	Cx E x 3 Ar	F
64.7%	0.0%	0.0%	42.9%	0.0%	157.9%	100.0%	0.0%	175.0%	0.0%	0.0%	42.9%	58.1%	66.7%	88.9%	%	Annually Au	Actual	Furnover (Replacement of Terminated Employees)	yees			←	From Flow Data Analysis & Dat Workforce Analysis*	G
			40.0%												%	Annually Ov	Projected	placement of Term Employees)				←	a Entry C x	Н
0	0	0	11	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	Hires	I				←		I
0	0	0	13	0	0	0	0	0	0	0	0	0	0	0	#	Years 201		Anticipated				←	F+I Wo	J
77	0	0	0	0	7	_	0	7	0	0	21	34	6	_	#	2018-05-30 A	YYYY-MM-DD	Number Tu		Subsequent/Current Short-term Goals	Ta	←	From Eq. Workforce Analysis	K
0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Replacement of Terminated Employees)		Current Sh	Fable 9: Women	←	Equivalent K	T
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years				ort-term G	men	←	K x L x 3 (F	M
-33	0	0	2	0	<u>_</u>	<u>.</u>	0	<u>.</u>	0	0	-9	-19	င်း	0	#	Years	Over 3	Hires		oaks		←	(F x Q) - R + M	Z
0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	#	2018	XXXX - XXXX	3 Year Goals From - To				←	J x P Da	0
			14.6°%												%	2021		0 8	Women			–	Data Entry W	P
27.9%	0.0%	0.0%	14.6%	0.0%	66.5%	5.1%	0.0%	80.5%	5.3%	0.0%	21.3%	23.3%	38.9%	27.4%	%		Availability	P	en en			←	From Workforce \Analysis	Q
33	0	0	<u>-</u>	0	_		0	_	0	0	9	19	ယ	0	#		Present Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
33	0	0	0	0	_	_	0	_	0	0	9	19	ယ	0	#		Gap					–	(K - M + O) - ((C + F) x Q)	s
48.49	#DIV/0!	#DIV/0	0.0%	#DIV/0!	77.8%	50.0%	#DIV/0!	87.5%	0.0%	#DIV/0!	38.9%	51.5%	75.0%	50.0%	%		Representation	P				←	K + C	T
)! #DIV/0!)! #DIV/0!						*		51.5%		6 50.0%	%	Years	Representation in 3	Projected				←	(K - M + O) + (C + F)	U

[|] Iotal | 159 | 14.1% | 0 | 64.7% | 0 | 0 | 77 | 0.0% | 0 | 33 | 0 | 27.9% | 33 | 33 | 48.4% | 48.5% | 48.5% | 1.0% | 0 | 27.9% | 33 | 33 | 33 | 48.4% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5% | 48.5%

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						0.0		0.0		Total
						0.0		0.0	nual Workers	14 Other Manual Workers
						0.0		0.0	Other Sales & Service	13 Other Sa
XFT.	15.0 continue to hire at present availability. Market availability is 14.6%. Thereore set the goal to a minimum of this number	reore set the goal to	thry is 14.6% The	Market availabi	re at present availability.	15.0 continue to hi		14.6%	Semi-Skilled Manual	12 Semi-Ski
						0.0		0.0	Intermediate Sales & Service	11 Intermed
						0.0		0.0	ersonnel	10 Clerical Personnel
						0.0		0.0	09 Skilled Crafts & Trades	09 Skilled C
						0.0		0.0	08 Skilled Sales & Service	08 Skilled S
						0.0		0.0	07 Administrative & Sr Clerical	07 Adminis
						0.0		0.0	06 Supervisors: Crafts & Trades	06 Supervis
						0.0		0.0)IS	05 Supervisors
						0.0		0.0	04 Semi-Professionals & Tech	04 Semi-Pro
						0.0		0.0	nals	03 Professionals
						0.0		0.0	02 Middle & Other Managers	02 Middle &
						0.0		0.0	anagers	01 Senior Managers
							9%	%	,	Group (EEOG)
	Comments					Is	en Long-term Goals	Short-term Goals	uity Occupational	Employment B
		Table 10; Women	Table 10							

BluMetric Environmental Inc. 2018-05-30 Data for Subsequent/Current Goals	Federal Contractors Program Achievement Report Part 3: Goals
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Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Grain (FFOC)	Familiarment Family Occupation					Data sources:	A B
15				ice				cal	des						#	2018-05-30	AAAAAW DD	Number				←	From Workforce Analysis	С
159 14.1%	0 0.0%	0.0%	9 21.6%	0.0%	9 -3.5%	2 0.0%	0.0%	8 0.0%	1 0.0%	0.0%	54 21.6%	66 9.0%	8 26.0%	2 -34.1%	%	Annually	D Actual	Grov				←		D
															%	Annually	Projected	Growth (New Positions)				←	From Flow Data Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Analysis Analysis *	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 A			All Employees			←	CxEx3 An	5
64.7%	0.0%	0.0%	42.9%	0.0%	157.9%	100.0%	0.0%	175.0%	0.0%	0.0%	42.9%	58.1%	66.7%	88.9%	%	Annually An	Actual	Turnover (Replacement of Terminated Employees)	yees			←	From Flow Data Analysis & Date Workforce Analysis*	G
															% #	Annually Years	Projected	placement of Termin Employees)				ب	a Entry C x F	Н
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++ 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.

Total	14	13	12	=	10	09	08	07	06	05	04	03	02	01	Q.			
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	02 Middle & Other Managers	01 Senior Managers	Group (EEGG)	елфиоумент Eduty Осепрацопа	Tours Court	
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Data for Subsequent/Current Goals	2018-05-30	BluMetric Environmental Inc.	Part 3: Goals	Federal Contractors Program Achievement Report

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	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	01/02 Managers		(Control of	Grain (FFOG)	Fundament Fourty Occupations					эшсек:	
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64.7%	0.0%	0.0%	42.9%	0.0%	157.9%	100.0%	0.0%	175.0%	0.0%	0.0%	42.9%	58.1%	77.8%	%	Annually	Actual	Turnover (Re	All Employees			←	From Flow Data Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Analysis Analysis & Data Entry C x H x 3	G
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4.3%	#DIV/0!	#DIV/0!	0.0%)/VIC	9.1%	0.0%	JIV/0!	12.5%	0.0%)/VIC	4.7%	4.5%	0.0%			on in 3	<u>e</u>) ÷ (C	

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

† Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current

† Workforce Analysis) + 2) x 100.

Total	14	13	12	1	10	09	08	07	06	05	04	03	01/02	Empl Group	
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers	Employment Equity Occupational Group (EEOG)	
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											eased LT goal				Table 14: Persons with
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Federal Contractors Program Achievement Report Part 3: Goals BluMetric Environmental Inc. 2018-05-30

10 Skilled Crafts & Trades 2 0.0% 0 100.0% 0 0 0.0% 0 0 0 0 0 0 0 0 0	Skilled Crafts & Trades 2 0.0% 0 100.0% 0 0 0 0.0% 0 0 Clerical Personnel 9 -3.5% 0 157.9% 0 0 0 0 0 0 0 0 0 0 Intermediate Sales & Service 0 0.0% 0 0 0 0 0 0 0 0 0 0 0 0 Semi-Skilled Manual 9 21.6% 6.0% 2 42.9% 40.0% 11 13 1 40.0% 1 2 3 Other Sales & Service 0 0.0% 0 0.0% 0 0 0 0 0 0 0 0 0 0	Skilled Crafts & Trades 2 0.0% 0 100.0% 0 0 0 0.0% 0 0 Clerical Personnel 9 -3.5% 0 157.9% 0 0 2 0.0% 0 -1 0 Intermediate Sales & Service 0 0.0% 0 0.0% 0	Skilled Crafts & Trades 2 0.0% 0 100.0% 0 0 0 0 Clerical Personnel 9 -3.5% 0 157.9% 0 0 2 Intermediate Sales & Service 0 0.0% 0 0.0% 0 0 0	Skilled Crafts & Trades 2 0.0% 0 100.0% 0 0 0 0 Clerical Personnel 9 -3.5% 0 157.9% 0 0 2	Skilled Crafts & Trades 2 0.0% 0 100.0% 0 0 0 0		08 Skilled Sales & Service 0 0 0.0% 0 0.0% 0 0 0.0% 0 0 0	07 Administrative & Sr Clerical 8 0.0% 6.0% 1 175.0% 40.0% 10 11 0 40.0% 0 1 1 7.0%	06 Supervisors: Crafts & Trades 1 0.0% 0 0.0% 0 0 0.0% 0 0 0	0 0.0% 0	ionals & Tech 54 21.6% 6.0% 10 42.9% 40.0%	66 9.0% 6.0% 12 58.1% 40.0% 79 91 9 40.0% 11 16 16	02 Middle & Other Managers 8 26.0% 0 66.7% 0 0 1 0.0% 0 0 0	01 Senior Managers 2 -34.1% 0 88.9% 0 0 0 0.0% 0 0 0	# % # # # # % # # # %	2018-05-30 Annually Annually Over3 Annually Annually Over3 Years 2018-05-30 Annually Years	YYYY-MM-DD Actual Projected Actual Projected Hires Over 3 YYYY-MM-DD	Employment Fauity Occupational Number Growth (New Positions) Turnover (Replacement of Terminated Employees) Anticipated Terminated Employees) Anticipated Terminated Employees) Reministry Occupational Terminated Employees (Replacement of Terminated Employees) Reministry Occupational Terminated Employees (Reministry Occupational Terminated Employees) Reministry Occupational Terminated Em	All Employees Members of Visible Minorities	Subsequent/Current Short-term Goals	Table 15: Members of Visible Minorities		Data sources: From From From From Data From Data From Data From Posta From Data From	A B C D E F G H I J K L M N O P
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† 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.

Total	14	13	12	=	10	09	08	07	06	05	04	03	02	01				
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	02 Middle & Other Managers	01 Senior Managers	Group (macci)	Craim (FFOC)	amant Fo	
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17.7	0.0	0.0	20.0	0.0	0.0	0.0	0.0	7.0	0.0	0.0	20.1	17.6	0.0	0.0	6		f Visible	
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continue												16.3		0.0		0.0		%	E.	Visible Minorities	Terminations		←	V+Ux U>	W				
total, gap went from #6 of 107 or 5.6% to #8 of 159 or 5.03%. Made small stride, need to continue efforts with short te												9		0		0		#4	Expected	porities			←	UxF÷100	X				
th short te												5		0		0		#:	Difference				←	V - X	Y			0015	519

Federal Contractors Program Achievement Report Part 8: Reasonable Efforts **BluMetric Environmental Inc.** 43250

Efforts

Please check the appropriate boxes next to the efforts that your organization made to implement the Federal Contractors Program.

equi	red 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.
\checkmark	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.
V	Ensured that any new gaps identified are addressed accordingly.
V	Maintained appropriate records in all required areas.
ther	measures:
J	Reviewed employment systems, policies and practices to ensure that they do not result in barriers

O

J	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.
V	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.
J	Established accountability mechanisms to ensure that the short-term goals would be met.
V	Communicated the goals to relevant managers as well as monitored and recorded the results.
V	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
V	Consulted employee/union representatives on communication and implementation of employment equity.
V	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.

1	Put in place a strategy to ensure a barrier-free workplace.
V	Undertook initiatives to increase representation where gaps in representation were found.
J	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	rational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
	Impact of economic and industrial conditions on the organization.
4	Any reorganization or other corporate structural changes.
	the organization has had three CEO's since the previous compliance assessment.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addi	tional Details
Please 1	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: BluMetric Environmental Inc.

Primary Location: Ottawa, ON

Number of Employees: 159, employees by province:

Ontario - 140 Quebec - 16 Yukon - 3

Organization Overview:

NAICS # 5417 (Scientific Research and Development Services)

BluMetric Environmental Inc. delivers sustainable solutions to complex environmental issues. They provide a single source solution from process definition through construction, commissioning, and ongoing support. They provide service in lot of different industrial sectors such as Automotive, Chemical, Food and Beverage, Forest Products, Gas & Petroleum, Technology, Manufacturing, Mining, Pharmaceutical, Textiles, Waste Management, Property Development and Utilities. The headquarter is located in Ottawa, Ontario.

Key Dates – First Year Assessment

Initiated: 2015-07-03 Received: 2015-08-14 Closed: 2015-11-19 WFA: 2015-08-14

Key Dates – Subsequent Assessment

Initiated: 2018-06-26 Received: 2018-06-25 WFA: 2018-05-30

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:

 \boxtimes Yes \square No

Comments: The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.

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

⊠ Yes □ No

Comments:

In the previous assessment many gaps were found in different EEOG's in the designated groups such as Aboriginal people and Persons with Disabilities. The period for which the data was submitted and analyzed is between: 2015-08-14 to 2018-05-30.

ASSESSMENT OF REASONABLE PROGRESS

• All goals are set in percentage format.

Women

Assessment/Observations

No gaps exist in this designated group. Therefore no goals need to be set.

Aboriginal Peoples

04. Semi-Professionals & Technicians Goal not met (0.0%)
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Assessment/Observations

EEOG 4 - There was 32 new entrants, but none from this designated group in this EEOG. The market availability is 2.2%. The Company had set a goal to hire / promote 5.0% but there was no new entrant from this group.

Person with Disabilities

03.	Professionals	Goal met (235.3%)
04.	Semi-Professionals & Technicians	Goal met (125.0%)
10.	Clerical Personnel	Goal not met (0.0%)

Assessment/Observations

- EEOG 03 Out of 34 new entrants 4 were from this designated group in this EEOG. The market availability is 3.8%. Thus the company met the goal by 235.3%.
- EEOG 04 Out of 32 new entrants 2 were from this designated group in this EEOG. The market availability is 4.6%. Thus the company met the goal by 125.0%.
- EEOG 10 Out of 16 new entrants none were from this designated group in this EEOG. The market availability is 7.0%. The company did not meet the goal but advised that they will continue to work towards achieving the goal.

Members of Visible Minorities

01.	Senior Managers	Goal not met (0.0%)
03.	Professionals	Goal met (470.6%)
04.	Semi-Professionals & Technicians	Goal met (562.5%)

Assessment/Observations

- EEOG 01 There was only 1 new entrant who was not from this designated group in this EEOG. The market availability is 10.1%. Given that there was only 1 new entrant in this EEOG this is acceptable.
- EEOG 03 Out of 34 new entrants 8 were from this designated group in this EEOG. The market availability is 17.1%. Thus the company met the goal by 470.6%.
- EEOG 04 Out of 32 new entrants 9 were from this designated group in this EEOG. The market availability is 20.1%. Thus the company met the goal by 562.5%.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - This assessment covers the data from 2015-08-14 to 2018-05-30. The Contractor did not achieve all the goals that were set at 80 %. During their initial assessment, the organization had set 7 short term goals and four (4) was achieved at over 80 %.
 - The company advised that the organization has had three CRO's since the previous compliance assessment.
 - The company also stated that they will working towards reducing / eliminating the gaps and thus meet the short-term and long-term goals.

ASSESSMENT OF GOALS

- All short and long term goals are set in percentage format.
- All short goals are set as per the labour market availability.
- Some of the long term goals are set a bit higher than the market availability.

Women

Workforce Analysis Results		Goals				
			Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group	oup Present		(3	Representation	LIVIA
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
12	Semi-Skilled Manual Workers	-1	14.6	15.0	0.0	14.6

Observations:

• EEOG 12 - The Company has set a short-term goal to be 14.6 % which is set as per the market availability and the long term goal as 15.0% which is little above the market availability. By achieving this goal it will eliminate the present gap.

Aboriginal Peoples

Observations: No gap exists in this designated group and no goals are required to be set.

Person with Disabilities

	Workforce Analysis Results		Goals				
			Short- term	Long- term	Representation	LMA	
Emp	Employment Equity Occupational Group	oyment Equity Occupational Group	Present		(3	Representation	
	(EEOG)	Gap	(1 to 3	years			
			years)	or			
				more)			
#	Description	#	# or %	# or %	%	%	
04	Semi-Professionals & Technicians	-1	4.5	6.0	1.9	4.6	
10	Clerical Personnel	-1	7.0	7.0	0.0	7.0	

Observations:

- EEOG 04 Gap is -1 and the Company has set a short-term goal to be 4.5 % while the market availability is 4.6 %. The long term goal is set as 6.0 % which is above the market availability. The company advised that as long as they continue to hire at the present market availability and increase the long term goal slightly higher than the short term goal, the turnover rate decreases.
- EEOG 10 Gap is -1 and the Company has set a short-term and long term goal as 7.0 % which is as per the market. By achieving this goal it will eliminate the present gap.

Members of Visible Minorities

	Workforce Analysis Results		Goals					
			Short-	Long-				
	Employment Equity Occupational Group		term	term	Representation	LMA		
Emp				(3	Representation			
	(EEOG)	Gap	(1 to 3	years				
			years)	or				
				more)				
#	Description	#	# or %	# or %	%	%		
03	Professionals	-3	17.6	20.0	13.6	17.6		
04	Semi-Professionals & Technicians	-4	20.1	20.0	13.0	20.1		
07	Administrative & Senior Clerical	-1	1	1	7.0	20.0	0.0	7 1
	Personnel		7.0	20.0	0.0	7.1		
12	Semi-Skilled Manual Workers	-1	20.0	20.0	11.1	19.9		

Observations:

- EEOG 03 Gap is -3 and the Company has set a short-term goal to be 17.6 % which is set as per the market availability and the long term goal as 20.0% which is above the market availability. By achieving this goal it will eliminate the present gap.
- EEOG 04 Gap is -4 and the Company has set a short-term goal to be 20.1 % which is set as per the market availability and the long term goal as 20.0% which is slightly below the market availability. If the Company achieves the short term goal than the representation of this designated group in this EEOG as forecasted to be 21.9% and will be able to eliminate the present gap. Thus in the long term they just need to maintain the representation of the designated group in order to have no gaps.
- EEOG 07 Gap is -1 and the Company has set a short-term goal to be 7.0 % which is slight below the market availability which is 7.1 %. But the long term goal is set as 20.0% which is much above the market availability. By achieving this goal it will eliminate the present gap.

EEOG 12 - Gap is -1 and the Company has set a short-term and long term goal as 20.0 %which is slightly above the market availability which is 19.9 %. By achieving this goal it will eliminate the present gap.

RECOMMENDATION

Date: July 27, 2018

I recommend that the employer be found: ⊠in compliance □in non-compliance
Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances; I recommend that the closing letter include the following:
 BluMetric Environmental Inc. has a few gaps in Women, Person with Disabilities and Visible minorities overall, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.
Name of Analyst: Neena Sharan

From: Sharan, Neena N [NC] On Behalf Of EE-EME

Sent: September 27, 2018 11:16 AM

To: 'smacfabe@blumetric.ca' <smacfabe@blumetric.ca>; 'hr@blumetric.ca' <hr@blumetric.ca>; 'jethier@blumetric.ca>

Subject: Government of Canada Agreement Number: 061322 – Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Scott MacFabe:

I am writing to inform you that the subsequent compliance assessment initiated on June 26, 2018 has been completed. As a result of the assessment, BluMetric Environmental Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment</u> 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 the BluMetric Environmental Inc. employment equity program.

BluMetric Environmental Inc. has a few gaps in Women, Persons with Disabilities and Members
of Visible minorities overall, it may be beneficial for this organization to develop relationships with
colleges, universities or other professional associations to identify and hire qualified students or
professionals that are part of this designated group.

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 June 26, 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, BluMetric Environmental Inc. 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 underrepresented; 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 BluMetric Environmental Inc. 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!