



<b>OFFICIAL USE ONLY</b>
Agreement N°:

## Agreement to Implement Employment Equity

- New Agreement  
 Revised Agreement

**BEST AVAILABLE COPY**

ORGANIZATION	
Legal Name of Organization BluMetric Environmental Inc.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number  Total number of employees in Canada (Full-Time/Part-Time/Temporary)
Organization's North American Industry Classification System (NAICS) Code N° 333310 and 54171	To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scan/2002/naics-scan02i-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scan/2002/naics-scan02i-eng.htm</a>

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) Box 430 3108 Carp Road	City Carp (Ottawa)	Province Ontario	Postal Code K0A 1L0
	Telephone Number 613 839 3053	Fax Number 613 839 5376	

EMPLOYMENT EQUITY CONTACT	
Name (print) Neil van Walsum	Title President Professional Services
Telephone Number 613 839 3053	E-mail Address nvanwalsum@blumetric.ca

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> <li>* having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND</li> <li>* intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes).</li> </ul> Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: <a href="http://www.hrsdc.gc.ca/eng/labour/equality/lcp/index.shtml">http://www.hrsdc.gc.ca/eng/labour/equality/lcp/index.shtml</a>
Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Roger Woeller	Title Chief Corporate Development Office
Telephone Number 613 839 3053	E-mail Address rwoeller@blumetric.ca
Signature 	Date 09 26 2013

RETURN INSTRUCTIONS
<b>IMPORTANT</b> <ul style="list-style-type: none"> <li>* The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 963-6766 or by e-mail at: <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a></li> </ul>



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				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	124	7	9	140	Montréal	5	0	0	5
Québec	12	3	1	16	Toronto	16	0	0	16
Yukon	3	0	0	3	Kingston	17	4	0	21
Total Employees in Canada				159	Ottawa - Gatineau	67	6	2	75
					Kitchener - Cambridge - Waterloo	14	0	1	15
					Greater Sudbury	17	0	6	23
					Thunder Bay	0	0	1	1
					Y.T.	3	0	0	3
					Total Employees in Canada				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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3												
	2												
	1	1		1									
	<b>Total</b>	2	1	1									
<b>Middle and Other Managers</b>  Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 60,000 - \$64,999	4	4	1	3							1		1
	3	1		1									
	2												
	1	2	1	1									
	<b>Total</b>	7	2	5							1		1
<b>Professionals</b>  Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	6	6										
	3	14	9	5				1		1	2	2	
	2	20	12	8	1		1				3	2	1
	1	20	5	15				2		2	2		2
	<b>Total</b>	60	32	28	1		1	3		3	7	4	3
<b>Semi-Professionals and Technicians</b>  Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	3	1	2							1		1
	3	1	1										
	2	19	15	4	1	1		1	1		2		2
	1	22	10	12	1		1				3	2	1
	<b>Total</b>	45	27	18	2	1	1	1	1		6	2	4



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS  
Full-Time / National  
Reporting Period 2015-08-14 to 2018-05-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors: Crafts and Trades</b>  Top Range: \$ 45,000 - \$49,999  Bottom Range: \$ 45,000 - \$49,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 80,000 - \$84,999  Bottom Range: \$ 30,000 - \$34,999	4	1	1										
	3												
	2	1		1				1		1			
	1	4		4	1		1						
	<b>Total</b>	6	1	5	1		1	1		1			
<b>Skilled Crafts and Trades Workers</b>  Top Range: \$ 35,000 - \$39,999  Bottom Range: \$ 25,000 - \$29,999	4	1	1										
	3												
	2												
	1	1		1									
	<b>Total</b>	2	1	1									
<b>Clerical Personnel</b>  Top Range: \$ 45,000 - \$49,999  Bottom Range: \$ 20,000 - \$24,999	4	4	1	3									
	3	3		3							1		1
	2												
	1	1	1								1	1	
	<b>Total</b>	8	2	6							2	1	1





**BluMetric Environmental Inc. (certificate # 061322)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2015-08-14 to 2018-05-30**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Semi-Skilled Manual Workers</b>  Top Range: \$ 55,000 - \$59,999  Bottom Range: \$ 35,000 - \$39,999	4	1	1								1	1	
	3	2	2										
	2	2	2										
	1	3	3										
	<b>Total</b>	8	8									1	1
<b>Total Number of Employees</b>		139	75	64	4	1	3	5	1	4	17	8	9



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS  
Part-Time / National  
Reporting Period 2015-08-14 to 2018-05-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Middle and Other Managers</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 50,000 - \$54,999	4												
	3												
	2												
	1	1		1									
	<b>Total</b>	1		1									
<b>Professionals</b>  Top Range: \$ 95,000 - \$99,999  Bottom Range: \$ 65,000 - \$69,999	4	2		2									
	3	1		1									
	2												
	1	2		2							2		2
	<b>Total</b>	5		5							2		2
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 30,000 - \$34,999	4	1		1									
	3												
	2												
	1	1	1								1	1	
	<b>Total</b>	2	1	1							1	1	
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 25,000 - \$29,999  Bottom Range: \$ 25,000 - \$29,999	4												
	3												
	2												
	1	1		1									
	<b>Total</b>	1		1									



**BluMetric Environmental Inc. (certificate # 061322)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Part-Time / National**  
**Reporting Period 2015-08-14 to 2018-05-30**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Clerical Personnel</b>  Top Range: \$ 20,000 - \$24,999  Bottom Range: \$ 20,000 - \$24,999	<b>4</b>												
	<b>3</b>												
	<b>2</b>												
	<b>1</b>	1		1									
	<b>Total</b>	1		1									
<b>Total Number of Employees</b>		<b>10</b>	<b>1</b>	<b>9</b>							<b>3</b>	<b>1</b>	<b>2</b>



**BluMetric Environmental Inc. (certificate # 061322)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Temporary / National  
 Reporting Period 2015-08-14 to 2018-05-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Professionals</b>  Top Range: \$ 45,000 - \$49,999  Bottom Range: \$ 45,000 - \$49,999	4												
	3												
	2												
	1	1		1									
	<b>Total</b>	1		1									
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 45,000 - \$49,999  Bottom Range: \$ 35,000 - \$39,999	4	1	1										
	3												
	2												
	1	6	4	2									
	<b>Total</b>	7	5	2									
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 30,000 - \$34,999  Bottom Range: \$ 30,000 - \$34,999	4												
	3												
	2												
	1	1		1									
	<b>Total</b>	1		1									
<b>Semi-Skilled Manual Workers</b>  Top Range: \$ 30,000 - \$34,999  Bottom Range: \$ 30,000 - \$34,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										



**BluMetric Environmental Inc. (certificate # 061322)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Temporary / National**  
**Reporting Period 2015-08-14 to 2018-05-30**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>10</b>	<b>6</b>	<b>4</b>									



**BluMetric Environmental Inc. (certificate # 061322)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / National**  
**Reporting Period 2015-08-14 to 2018-05-30**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 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
<b>Total Number of Employees</b>	<b>139</b>	<b>75</b>	<b>64</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>17</b>	<b>8</b>	<b>9</b>



**BluMetric Environmental Inc. (certificate # 061322)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Part-Time / National**  
**Reporting Period 2015-08-14 to 2018-05-30**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 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
<b>Total Number of Employees</b>	<b>10</b>	<b>1</b>	<b>9</b>							<b>3</b>	<b>1</b>	<b>2</b>



**BluMetric Environmental Inc. (certificate # 061322)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Temporary / National  
 Reporting Period 2015-08-14 to 2018-05-30

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 30,000 - \$34,999	2	1	1									
\$ 35,000 - \$39,999	6	4	2									
\$ 40,000 - \$49,999	2	1	1									
<b>Total Number of Employees</b>	<b>10</b>	<b>6</b>	<b>4</b>									



**BluMetric Environmental Inc. (certificate # 061322)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / National**  
**Reporting Period 2015-08-14 to 2018-05-30**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	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										
<b>Total Number of Employees Hired</b>	<b>89</b>	<b>45</b>	<b>44</b>	<b>1</b>		<b>1</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>19</b>	<b>9</b>	<b>10</b>



**BluMetric Environmental Inc. (certificate # 061322)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

**Part-Time / National**

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Semi-Professionals and Technicians</b>	3	2	1							1	1	
<b>Administrative and Senior Clerical Personnel</b>	4		4									
<b>Clerical Personnel</b>	3	1	2	1		1						
<b>Total Number of Employees Hired</b>	<b>10</b>	<b>3</b>	<b>7</b>	<b>1</b>		<b>1</b>				<b>1</b>	<b>1</b>	



**BluMetric Environmental Inc. (certificate # 061322)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Temporary / National**  
**Reporting Period 2015-08-14 to 2018-05-30**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Professionals</b>	4	1	3									
<b>Semi-Professionals and Technicians</b>	23	17	6							2	2	
<b>Administrative and Senior Clerical Personnel</b>	1		1									
<b>Semi-Skilled Manual Workers</b>	5	5										
<b>Total Number of Employees Hired</b>	33	23	10							2	2	



**BluMetric Environmental Inc. (certificate # 061322)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / National**  
**Reporting Period 2015-08-14 to 2018-05-30**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	2		2									
<b>Professionals</b>	3	1	2				1		1			
<b>Total Number of Employees Promoted</b>	5	1	4				1		1			
<b>Total Number of Promotions</b>	5	1	4				1		1			



**BluMetric Environmental Inc. (certificate # 061322)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Part-Time / National**  
**Reporting Period 2015-08-14 to 2018-05-30**

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

**BluMetric Environmental Inc. (certificate # 061322)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED  
Full-Time / National**

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Senior Managers</b>	4	3	1				1	1				
<b>Middle and Other Managers</b>	4	3	1							1		1
<b>Professionals</b>	32	21	11				1	1		7	5	2
<b>Semi-Professionals and Technicians</b>	14	10	4				1	1		4	2	2
<b>Administrative and Senior Clerical Personnel</b>	4	2	2									
<b>Skilled Crafts and Trades Workers</b>	1	1										
<b>Clerical Personnel</b>	12	1	11									
<b>Semi-Skilled Manual Workers</b>	3	2	1									
<b>Total Number of Employees Terminated</b>	<b>74</b>	<b>43</b>	<b>31</b>				<b>3</b>	<b>3</b>		<b>12</b>	<b>7</b>	<b>5</b>

**BluMetric Environmental Inc. (certificate # 061322)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED  
Part-Time / National**

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Professionals</b>	2		2							1		1
<b>Semi-Professionals and Technicians</b>	4	2	2									
<b>Administrative and Senior Clerical Personnel</b>	3		3									
<b>Clerical Personnel</b>	3	1	2	1		1				1		1
<b>Total Number of Employees Terminated</b>	<b>12</b>	<b>3</b>	<b>9</b>	<b>1</b>		<b>1</b>				<b>2</b>		<b>2</b>

**BluMetric Environmental Inc. (certificate # 061322)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Temporary / National**

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Professionals</b>	3	1	2									
<b>Semi-Professionals and Technicians</b>	16	12	4							2	2	
<b>Semi-Skilled Manual Workers</b>	4	4										
<b>Total Number of Employees Terminated</b>	<b>23</b>	<b>17</b>	<b>6</b>							<b>2</b>	<b>2</b>	





Workplace Equity Information Management System - BluMetric Environmental Inc.

Workforce Analysis - Detailed Report

Date: 2018-05-30

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	2	1	50.0 %	27.4 %	1	0	National
<b>02 : Middle and Other Managers</b>	National	8	6	75.0 %	38.9 %	3	3	National
<b>03 : Professionals</b>		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
<b>04 : Semi-Professionals and Technicians</b>		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
<b>06 : Supervisors: Crafts and Trades</b>		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



Workplace Equity Information Management System - BluMetric Environmental Inc.

**Workforce Analysis - Detailed Report**

Date: 2018-05-30

**Women**

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

## Workforce Analysis - Detailed Report

Date: 2018-05-30

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability #	Availability %		
<b>01 : Senior Managers</b>	National	2	0	0.0 %	0	2.9 %	0	National
<b>02 : Middle and Other Managers</b>	National	8	0	0.0 %	0	2.2 %	0	National
<b>03 : Professionals</b>		66	1	1.5 %	1	1.3 %	0	
1111 : Financial auditors and accountants	National	1	0	0.0 %	0	1.3 %	0	National
1112 : Financial and investment analysts	National	1	0	0.0 %	0	0.9 %	0	National
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	0	1.6 %	0	National
2113 : Geoscientists and oceanographers	National	42	1	2.4 %	1	1.4 %	0	National
2131 : Civil engineers	National	15	0	0.0 %	0	1.0 %	0	National
2144 : Geological engineers	National	1	0	0.0 %	0	0.8 %	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	0	1.1 %	0	National
2175 : Web designers and developers	National	1	0	0.0 %	0	1.5 %	0	National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	0	2.0 %	0	National
<b>04 : Semi-Professionals and Technicians</b>		54	2	3.7 %	1	2.2 %	1	
2212 : Geological and mineral technologists and technicians	Ontario	1	0	0.0 %	0	5.4 %	0	Ontario
2231 : Civil engineering technologists and technicians	Ontario	29	1	3.4 %	1	2.2 %	0	Ontario
2231 : Civil engineering technologists and technicians	Québec	1	0	0.0 %	0	1.3 %	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 %	0	1.3 %	0	Ontario
2253 : Drafting technologists and technicians	Québec	1	0	0.0 %	0	1.1 %	0	Québec
2255 : Technical occupations in geomatics and meteorology	Ontario	4	0	0.0 %	0	4.7 %	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	11	1	9.1 %	0	2.1 %	1	Ontario
2281 : Computer network technicians	Ontario	1	0	0.0 %	0	1.4 %	0	Ontario
<b>06 : Supervisors: Crafts and Trades</b>		1	0	0.0 %	0	2.5 %	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	1	0	0.0 %	0	2.5 %	0	Ontario

### Workforce Analysis - Detailed Report

Date: 2018-05-30

#### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
<b>07 : Administrative and Senior Clerical Personnel</b>								
Employment Equity Occupational Group	Greater Sudbury	8	1	12.5 %	5.0 %	0	1	Greater Sudbury
Employment Equity Occupational Group	Kingston	3	1	33.3 %	8.6 %	0	1	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	1.2 %	0	0	Kingston
<b>09 : Skilled Crafts and Trades Workers</b>								
7237 : Welders and related machine operators	Ottawa - Gatineau	4	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
<b>10 : Clerical Personnel</b>								
7237 : Welders and related machine operators	Ontario	2	0	0.0 %	2.6 %	0	0	Ontario
Employment Equity Occupational Group	Kingston	9	0	0.0 %	2.7 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	3.4 %	0	0	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	7	0	0.0 %	0.9 %	0	0	Kitchener - Cambridge
<b>12 : Semi-Skilled Manual Workers</b>								
Employment Equity Occupational Group	Ottawa - Gatineau	9	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Ottawa - Gatineau	9	0	0.0 %	3.3 %	0	0	Ottawa - Gatineau
<b>Total</b>		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

## Workforce Analysis - Detailed Report

Date: 2018-05-30

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
<b>01 : Senior Managers</b>	National	2	0	0.0 %	0	National
<b>02 : Middle and Other Managers</b>	National	8	1	12.5 %	0	National
<b>03 : Professionals</b>		66	9	13.6 %	-3	
1111 : Financial auditors and accountants	National	1	0	0.0 %	0	National
1112 : Financial and investment analysts	National	1	1	100.0 %	0	National
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	0	National
2113 : Geoscientists and oceanographers	National	42	6	14.3 %	0	National
2131 : Civil engineers	National	15	2	13.3 %	-2	National
2144 : Geological engineers	National	1	0	0.0 %	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	0	National
2175 : Web designers and developers	National	1	0	0.0 %	0	National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	0	National
<b>04 : Semi-Professionals and Technicians</b>		54	7	13.0 %	-4	
2212 : Geological and mineral technologists and technicians	Ontario	1	0	0.0 %	0	Ontario
2231 : Civil engineering technologists and technicians	Ontario	29	2	6.9 %	-5	Ontario
2231 : Civil engineering technologists and technicians	Québec	1	1	100.0 %	1	Québec
2231 : Civil engineering technologists and technicians	Yukon	2	0	0.0 %	0	Yukon
2253 : Drafting technologists and technicians	Ontario	4	1	25.0 %	0	Ontario
2253 : Drafting technologists and technicians	Québec	1	0	0.0 %	0	Québec
2255 : Technical occupations in geomatics and meteorology	Ontario	4	0	0.0 %	-1	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	11	3	27.3 %	1	Ontario
2281 : Computer network technicians	Ontario	1	0	0.0 %	0	Ontario
<b>06 : Supervisors: Crafts and Trades</b>		1	0	0.0 %	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	1	0	0.0 %	0	Ontario

## Workforce Analysis - Detailed Report

Date: 2018-05-30

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation %	%			
<b>07 : Administrative and Senior Clerical Personnel</b>							
Employment Equity Occupational Group	Greater Sudbury	8	0	0.0 %	1	-1	Greater Sudbury
Employment Equity Occupational Group	Kingston	3	0	0.0 %	0	0	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	0	0	Kingston
<b>09 : Skilled Crafts and Trades Workers</b>							
7237 : Welders and related machine operators	Ottawa - Gatineau	4	0	0.0 %	0	0	Ottawa - Gatineau
<b>10 : Clerical Personnel</b>							
7237 : Welders and related machine operators	Ontario	2	0	0.0 %	0	0	Ontario
Employment Equity Occupational Group	Kingston	9	2	22.2 %	1	1	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Ottawa - Gatineau	7	2	28.6 %	1	1	Ottawa - Gatineau
<b>12 : Semi-Skilled Manual Workers</b>							
Employment Equity Occupational Group	Ottawa - Gatineau	9	1	11.1 %	2	-1	Ottawa - Gatineau
<b>Total</b>		159	20	12.6 %	28	-8	

Total may not equal sum of components due to rounding.

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

### Workforce Analysis - Detailed Report

Date: 2018-05-30

#### Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01/02 : Managers	National	10	0	0.0 %	0	0	National
03 : Professionals	National	66	3	4.5 %	3	0	National
04 : Semi-Professionals and Technicians	National	54	1	1.9 %	2	-1	National
06 : Supervisors: Crafts and Trades	National	1	0	0.0 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	8	1	12.5 %	0	1	National
09 : Skilled Crafts and Trades Workers	National	2	0	0.0 %	0	0	National
10 : Clerical Personnel	National	9	0	0.0 %	1	-1	National
12 : Semi-Skilled Manual Workers	National	9	0	0.0 %	0	0	National
<b>Total</b>		<b>159</b>	<b>5</b>	<b>3.1 %</b>	<b>6</b>	<b>-1</b>	

Total may not equal sum of components due to rounding.

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



**Workforce Analysis - Detailed Report**

Date: 2018-05-30

**WFA Defaults - Women, Aboriginal Peoples and Visible Minorities**

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





## Workforce Analysis - Detailed 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



Workplace Equity Information Management System - BluMetric Environmental Inc.

**Workforce Analysis - Summary Report**

Date: 2018-05-30

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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
03 : Professionals	66	34	51.5 %	23.3 %	15	19
04 : Semi-Professionals and Technicians	54	21	38.9 %	21.3 %	12	9
06 : Supervisors: Crafts and Trades	1	0	0.0 %	5.3 %	0	0
07 : Administrative and Senior Clerical Personnel	8	7	87.5 %	80.5 %	6	1
09 : Skilled Crafts and Trades Workers	2	1	50.0 %	5.1 %	0	1
10 : Clerical Personnel	9	7	77.8 %	66.5 %	6	1
12 : Semi-Skilled Manual Workers	9	0	0.0 %	14.6 %	1	-1
<b>Total</b>	<b>159</b>	<b>77</b>	<b>48.4 %</b>	<b>27.9 %</b>	<b>44</b>	<b>33</b>

Total may not equal sum of components due to rounding.

## Workforce Analysis - Summary Report

Date: 2018-05-30

### Aboriginal Peoples

Employment Equity Occupational Group	All Employees		Aboriginal Peoples			
	#	Representation %	Availability %	Availability #	Gap #	
01 : Senior Managers	2	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	8	0.0 %	2.2 %	0	0	
03 : Professionals	66	1.5 %	1.3 %	1	0	
04 : Semi-Professionals and Technicians	54	3.7 %	2.2 %	1	1	
06 : Supervisors: Crafts and Trades	1	0.0 %	2.5 %	0	0	
07 : Administrative and Senior Clerical Personnel	8	12.5 %	5.0 %	0	1	
09 : Skilled Crafts and Trades Workers	2	0.0 %	2.6 %	0	0	
10 : Clerical Personnel	9	0.0 %	2.7 %	0	0	
12 : Semi-Skilled Manual Workers	9	0.0 %	3.3 %	0	0	
<b>Total</b>	<b>159</b>	<b>4</b>	<b>2.5 %</b>	<b>2.1 %</b>	<b>2</b>	

Total may not equal sum of components due to rounding.

## Workforce Analysis - Summary Report

Date: 2018-05-30

### Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Members of Visible Minorities		Gap #
	#	%	Representation #	%	Availability #	%	
01 : Senior Managers	2	0.0%	0	0.0%	0	0.0%	0
02 : Middle and Other Managers	8	12.5%	1	12.5%	1	12.5%	0
03 : Professionals	66	13.6%	9	13.6%	12	17.7%	-3
04 : Semi-Professionals and Technicians	54	13.0%	7	13.0%	11	20.1%	-4
06 : Supervisors: Crafts and Trades	1	0.0%	0	0.0%	0	0.0%	0
07 : Administrative and Senior Clerical Personnel	8	0.0%	0	0.0%	1	7.1%	-1
09 : Skilled Crafts and Trades Workers	2	0.0%	0	0.0%	0	0.0%	0
10 : Clerical Personnel	9	22.2%	2	22.2%	1	13.0%	1
12 : Semi-Skilled Manual Workers	9	11.1%	1	11.1%	2	19.9%	-1
<b>Total</b>	<b>159</b>		<b>20</b>	<b>12.6%</b>	<b>28</b>	<b>17.6%</b>	<b>-8</b>

Total may not equal sum of components due to rounding.

## Workforce Analysis - Summary Report

Date: 2018-05-30

### Persons with Disabilities

Employment Equity Occupational Group	All Employees		Persons with Disabilities		Availability #	Gap #
	#	%	Representation #	%		
01/02 : Managers	10	0.0 %	0	4.3 %	0	0
03 : Professionals	66	4.5 %	3	3.8 %	3	0
04 : Semi-Professionals and Technicians	54	1.9 %	1	4.6 %	2	-1
06 : Supervisors: Crafts and Trades	1	0.0 %	0	7.8 %	0	0
07 : Administrative and Senior Clerical Personnel	8	12.5 %	1	3.4 %	0	1
09 : Skilled Crafts and Trades Workers	2	0.0 %	0	3.8 %	0	0
10 : Clerical Personnel	9	0.0 %	0	7.0 %	1	-1
12 : Semi-Skilled Manual Workers	9	0.0 %	0	4.8 %	0	0
<b>Total</b>	<b>159</b>	<b>3.1 %</b>	<b>5</b>	<b>4.3 %</b>	<b>6</b>	<b>-1</b>

Total may not equal sum of components due to rounding.



**Workforce Analysis - Summary Report**

Date: 2018-05-30

**WFA Defaults - Women, Aboriginal Peoples and Visible Minorities**

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



## 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 First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	08	14

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	30

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
			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
<b>Total</b>		<b>107</b>	<b>48</b>	<b>25.3</b>

		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	
	<b>159</b>	<b>77</b>	<b>27.9</b>	

\* Source:

\* Source:



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

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	08	14

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	30

**Table 2: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	First/Previous Workforce Analysis		
	All Employees	Aboriginal Peoples	Availability*
	#	Representation #	%
01 Senior Managers	7	0	2.90
02 Middle & Other Managers	4	0	2.20
03 Professionals	51	1	1.20
04 Semi-Professionals & Technicians	30	0	2.20
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	0	2.70
11 Intermediate Sales & Service Personnel	0	0	0.00
12 Semi-Skilled Manual Workers	5	0	9.70
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	0	0	0.00
<b>Total</b>	<b>107</b>	<b>1</b>	<b>2.2</b>

**Table 6: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Subsequent/Current Workforce Analysis		
	All Employees	Aboriginal Peoples	Availability*
	#	Representation #	%
01 Senior Managers	2	0	2.9
02 Middle & Other Managers	8	0	2.2
03 Professionals	66	1	1.3
04 Semi-Professionals & Technicians	54	2	2.2
05 Supervisors	0	0	0.0
06 Supervisors: Crafts & Trades	1	0	2.5
07 Administrative & Senior Clerical Personnel	8	1	5.0
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	2	0	2.6
10 Clerical Personnel	9	0	2.6
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	9	0	3.3
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>159</b>	<b>4</b>	<b>2.1</b>

\* Source: 0

\* Source: 0

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

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	08	14

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	30

**Table 3: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	First/Previous Workforce Analysis		
	All Employees	Members of Visible Minorities	Availability*
	#	#	%
01 Senior Managers	7	0	10.10
02 Middle & Other Managers	4	1	15.00
03 Professionals	51	7	17.10
04 Semi-Professionals & Technicians	30	2	20.10
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	1	13.20
11 Intermediate Sales & Service Personnel	0	0	0.00
12 Semi-Skilled Manual Workers	5	0	1.70
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	0	0	0.00
<b>Total</b>	<b>107</b>	<b>11</b>	<b>16.3</b>

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Subsequent/Current Workforce Analysis		
	All Employees	Members of Visible Minorities	Availability*
	#	#	%
01 Senior Managers	2	0	10.1
02 Middle & Other Managers	8	1	15.0
03 Professionals	66	9	17.6
04 Semi-Professionals & Technicians	54	7	20.1
05 Supervisors	0	0	0.0
06 Supervisors: Crafts & Trades	1	0	11.9
07 Administrative & Senior Clerical Personnel	8	0	7.1
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	2	0	22.5
10 Clerical Personnel	9	2	13.0
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	9	1	19.9
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>159</b>	<b>20</b>	<b>17.7</b>

\* Source: 0

\* Source: 0

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

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	08	14

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	30

**Table 4: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	First/Previous Workforce Analysis		
	All Employees	Persons with Disabilities	
		Representation	Availability*
#	#	%	%
01/02 Managers	11	1	4.30
03 Professionals	51	0	3.80
04 Semi-Professionals & Technicians	30	0	4.60
05 Supervisors	0	0	0.00
06 Supervisors: Crafts & Trades	0	0	7.80
07 Administrative & Senior Clerical Personnel	0	0	0.00
08 Skilled Sales & Service Personnel	0	0	3.50
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	10	0	7.00
11 Intermediate Sales & Service Personnel	0	0	0.00
12 Semi-Skilled Manual Workers	5	0	4.80
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	0	0	0.00
<b>Total</b>	<b>107</b>	<b>1</b>	<b>4.4</b>

**Table 8: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Subsequent/Current Workforce Analysis		
	All Employees	Persons with Disabilities	
		Representation	Availability*
#	#	%	%
01/02 Managers	10	0	4.3
03 Professionals	66	3	3.8
04 Semi-Professionals & Technicians	54	1	4.6
05 Supervisors	0	0	0.0
06 Supervisors: Crafts & Trades	1	0	7.8
07 Administrative & Senior Clerical Personnel	8	1	3.4
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	2	0	3.8
10 Clerical Personnel	9	0	7.0
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	9	0	4.8
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>159</b>	<b>5</b>	<b>4.3</b>

\* Source:

\* Source:

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

BluMetric Environmental

2018-05-30

Start Date of Flow Data			
YYYY	MM	DD	
2015	08	14	

End Date of Flow Data			
YYYY	MM	DD	
2018	05	30	

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 1: Women								Table 5: Women								Table 9: Women							
	Full-time / National				Part-time / National				Full-time / National				Part-time / National				Full-time / National				Part-time / National			
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated				
01 Senior Managers	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
02 Middle & Other Managers	3	2	0	0	2	2	1	1	4	4	1	0	0	0	0	0	0	0	0	0	0			
03 Professionals	31	13	0	0	3	2	0	0	32	11	4	2	2	11	4	2	2	11	4	2	2			
04 Semi-Professionals & Technicians	29	14	3	1	0	0	0	0	14	4	0	4	4	4	0	0	0	14	4	0	2			
05 Supervisors	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
07 Administrative & Senior Clerical Personnel	8	5	4	4	0	0	0	0	4	4	0	0	0	2	3	3	0	4	2	3	3			
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
09 Skilled Crafts & Trades Workers	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	0	0			
10 Clerical Personnel	13	10	3	2	0	0	0	0	12	11	3	3	2	11	3	3	0	12	11	3	2			
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
12 Semi-Skilled Manual Workers	3	0	0	0	0	0	0	0	3	1	0	0	0	1	0	0	0	3	1	0	0			
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>Total</b>	<b>89</b>	<b>44</b>	<b>10</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>74</b>	<b>31</b>	<b>12</b>	<b>9</b>												



Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

BluMetric Environmental

2018-05-30

Start Date of Flow Data			
YYYY	MM	DD	
2015	08	14	

End Date of Flow Data			
YYYY	MM	DD	
2018	05	30	

**Data from Form 4 - Employees Hired**

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	31	0	0	0
04 Semi-Professionals & Technicians	29	0	3	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	1	4	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	13	0	3	1
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	3	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>89</b>	<b>1</b>	<b>10</b>	<b>1</b>

**Data from Form 5 - Employees Promoted**

Employment Equity Occupational Group (EEOG)	Table 6: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	2	0	1	0
03 Professionals	3	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
01 Senior Managers	4	0	0	0
02 Middle & Other Managers	4	0	0	0
03 Professionals	32	0	2	0
04 Semi-Professionals & Technicians	14	0	4	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	4	0	3	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	12	0	3	1
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	3	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>74</b>	<b>0</b>	<b>12</b>	<b>1</b>

**Federal Contractors Program Achievement Report**  
**Part 2: Flow Data Analysis**  
**BluMetric Environmental**  
**2018-05-30**

Start Date of Flow Data		
YYYY	MM	DD
2015	08	14

End Date of Flow Data		
YYYY	MM	DD
2018	05	30

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	1	0	0	0	0	0	0	0	4	1	0	0
02 Middle & Other Managers	3	0	0	0	2	0	0	0	4	0	0	0
03 Professionals	31	3	0	0	3	1	0	0	32	1	2	0
04 Semi-Professionals & Technicians	29	2	3	0	0	0	0	0	14	1	4	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	4	0	0	0	0	0	4	0	3	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0	0	0	0	0	1	0	0	0
10 Clerical Personnel	13	0	3	0	0	0	0	0	12	0	3	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	3	0	0	0	0	0	0	0	3	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>89</b>	<b>5</b>	<b>10</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>74</b>	<b>3</b>	<b>12</b>	<b>0</b>

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

BluMetric Environmental

2018-05-30

Start Date of Flow Data			
YYYY	MM	DD	
2015	08	14	

End Date of Flow Data			
YYYY	MM	DD	
2018	05	30	

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National All Employees Hired	Members of Visible Minorities Hired	Part-time / National All Employees Hired	Members of Visible Minorities Hired	Full-time / National All Employees Promoted	Members of Visible Minorities Promoted	Part-time / National All Employees Promoted	Members of Visible Minorities Promoted	Full-time / National All Employees Terminated	Members of Visible Minorities Terminated	Part-time / National All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	1	0	0	0	0	0	0	0	4	0	0	0
02 Middle & Other Managers	3	1	0	0	2	0	1	0	4	1	0	0
03 Professionals	31	8	0	0	3	0	0	0	32	7	2	1
04 Semi-Professionals & Technicians	29	8	3	1	0	0	0	0	14	4	4	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	4	0	0	0	0	0	4	0	3	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0	0	0	0	0	1	0	0	0
10 Clerical Personnel	13	2	3	0	0	0	0	0	12	0	3	1
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	3	0	0	0	0	0	0	0	3	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>89</b>	<b>19</b>	<b>10</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>74</b>	<b>12</b>	<b>12</b>	<b>2</b>

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**BluMetric Environmental Inc.**

**2018-05-30**

**Data for First/Previous Goals**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

**Table 1: Women**

**First/Previous Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Turnover (Replacement of Terminated Employees)			From - To						
	2015-08-14	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-08-14	Annually	Over 3 Years	2015	2018								
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01 Senior Managers	7	-34.1%		0	88.9%		0	0	2	0.0%	0	0	0	0	27.4%	0	0	28.6%	28.6%	
02 Middle & Other Managers	4	26.0%		0	66.7%		0	0	2	0.0%	0	0	0	0	38.9%	0	0	50.0%	50.0%	
03 Professionals	51	9.0%		0	58.1%		0	0	26	0.0%	0	-16	0	0	20.5%	16	16	51.0%	51.0%	
04 Semi-Professionals & Tech	30	21.6%		0	42.9%		0	0	7	0.0%	0	-1	0	0	19.7%	1	1	23.3%	23.3%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	0	0.0%		0	175.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	100.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	10	-3.5%		0	157.9%		0	0	10	0.0%	0	-3	0	0	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%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	5	21.6%		0	42.9%		0	0	1	0.0%	0	0	0	0	12.0%	0	0	20.0%	20.0%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
<b>Total</b>	<b>107</b>	<b>14.1%</b>		<b>0</b>	<b>64.7%</b>		<b>0</b>	<b>0</b>	<b>48</b>	<b>0.0%</b>	<b>0</b>	<b>-21</b>	<b>0</b>	<b>0</b>	<b>25.3%</b>	<b>21</b>	<b>21</b>	<b>44.9%</b>	<b>44.9%</b>	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

**Table 2: Women**

Employment Equity Occupational Group (EEOG)	Women					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01 Senior Managers	0	0	0	0.0		
02 Middle & Other Managers	0	0	0	0.0		
03 Professionals	0	0	0	0.0		
04 Semi-Professionals & Tech	0	0	0	0.0		
05 Supervisors	0	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	0.0		
10 Clerical Personnel	0	0	0	0.0		
11 Intermediate Sales & Service	0	0	0	0.0		
12 Semi-Skilled Manual	0	0	0	0.0		
13 Other Sales & Service	0	0	0	0.0		
14 Other Manual Workers	0	0	0	0.0		
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		

did not require short term goals short term goals for this designated group



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

001501

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 3: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples																			
	Number		Growth (New Positions)		Turnover (Replacement of Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years			
	2015-08-14	#	Annually	%	Annually	%	Annually	%	Over 3 Years	#	2015-08-14	#	Annually	%	Over 3 Years	#	From - To	2015	2018	%	Present	%	Present	%	Projected	%	Present	%		
01 Senior Managers	7		-34.1%		0		88.9%		0	0	0	0.0%		0	0	0	0	0	0	2.9%		0	0	0.0%		0	0	0.0%		0.0%
02 Middle & Other Managers	4		26.0%		0		66.7%		0	0	0	0.0%		0	0	0	0	0	0	2.2%		0	0	0.0%		0	0	0.0%		0.0%
03 Professionals	51		9.0%		0		58.1%		0	0	0	0.0%		0	0	0	0	0	0	1.2%		0	0	2.0%		0	0	2.0%		2.0%
04 Semi-Professionals & Tech	30		21.6%		5		42.9%		7	12	0	8.0%		1	1	5.0%		1	1	2.2%		-1	0	2.9%		0	0	2.9%		2.9%
05 Supervisors	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%
06 Supervisors, Crafts & Trades	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%
07 Administrative & Sr Clerical	0		0.0%		0		175.0%		0	0	0	0.0%		0	0	0	0	0	0	0.0%		0	0	0.0%		0	0	0.0%		0.0%
08 Skilled Sales & Service	0		0.0%		0		100.0%		0	0	0	0.0%		0	0	0	0	0	0	0.0%		0	0	0.0%		0	0	0.0%		0.0%
09 Skilled Crafts & Trades	0		0.0%		0		100.0%		0	0	0	0.0%		0	0	0	0	0	0	0.0%		0	0	0.0%		0	0	0.0%		0.0%
10 Clerical Personnel	10		-3.5%		0		157.9%		0	0	0	0.0%		0	0	0	0	0	0	2.7%		0	0	0.0%		0	0	0.0%		0.0%
11 Intermediate Sales & Service	0		0.0%		0		0.0%		0	0	0	0.0%		0	0	0	0	0	0	0.0%		0	0	0.0%		0	0	0.0%		0.0%
12 Semi-Skilled Manual	5		21.6%		0		42.9%		0	0	0	0.0%		0	0	0	0	0	0	9.7%		0	0	0.0%		0	0	0.0%		0.0%
13 Other Sales & Service	0		0.0%		0		0.0%		0	0	0	0.0%		0	0	0	0	0	0	0.0%		0	0	0.0%		0	0	0.0%		0.0%
14 Other Manual Workers	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%
Total	107		14.1%		16		64.7%		26	42	1	8.0%		2	2	5.0%		2	2	2.2%		-1	0	2.4%		0	0	2.4%		2.4%

+ Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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) x 100

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals	%	Long-term Goals	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	1	5.0	0	0.0	data from first assessment sheet hidden is being picked up incorrectly. Goals pulled from above
05 Supervisors	0	0.0	0	0.0	data from first assessment sheet is being pulled into the incorrect column - corrected
06 Supervisors, Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	1	5.0	0	1.0	

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**2018-05-30**

001502

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 5: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	All Employees												Persons with Disabilities															
	Growth (New Positions)			Turnover (Replacement of Employees)			Turnover (Replacement of Terminated Employees)			Hires			3 Year Goals			Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years				
	Number YYYY-MM-DD 2015-08-14	Actual Annually	%	Projected Annually	%	Over 3 Years #	Actual Annually	%	Projected Annually	%	Over 3 Years #	Anticipated Hires Over 3 Years #	Number YYYY-MM-DD 2015-08-14	Turnover (Replacement of Terminated Employees) Annually	%	Over 3 Years #	Hires Required Over 3 Years #	From - To YYYY - YYYY 2015	%	2018	%	Present Availability	%	Present Gap	#	Projected Gap	#	%
01/02 Managers	11	-4.1%	5.0%	5.0%	0	77.8%	8.0%	8.0%	8.0%	0	0	1	0.0%	0.0%	0	-1	0	0	5.0%	5.0%	3.8%	3.8%	1	1	1	9.1%	9.1%	
03 Professionals	51	9.0%	5.0%	5.0%	8	58.1%	8.0%	8.0%	8.0%	0	2	1	8.0%	8.0%	0	-2	1	1	5.0%	5.0%	4.6%	4.6%	-2	-2	1	0.0%	1.7%	
04 Semi-Professionals & Tech	30	21.6%	5.0%	5.0%	5	42.9%	8.0%	8.0%	8.0%	12	1	0	8.0%	8.0%	0	1	1	5.0%	5.0%	0.0%	0.0%	-1	1	1	0.0%	2.9%		
05 Supervisors	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0	0.0%	0.0%	7.8%	7.8%	0	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0	0.0%	0.0%	3.5%	3.5%	0	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0	0.0%	0.0%	7.0%	7.0%	0	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	
10 Clerical Personnel	10	-3.5%	5.0%	5.0%	2	100.0%	5.0%	5.0%	5.0%	0	4	0	5.0%	5.0%	0	1	0.00	0	5.0%	5.0%	0.0%	0.0%	-1	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0	0.0%	0.0%	4.8%	4.8%	0	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	5	21.6%	0.0%	0.0%	0	42.9%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0	0.0%	0.0%	4.4%	4.4%	0	0	0	0.0%	0.0%	
Total	107	14.1%	5.0%	5.0%	16	64.7%	6.5%	6.5%	6.5%	21	37	1	6.5%	6.5%	0	4	2	5.0%	5.0%	4.4%	4.4%	-4	-4	-2	0.9%	2.4%		

† 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.

**Table 6: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments	
	Short-term Goals #	Long-term Goals %	Short-term Goals #	Long-term Goals %
01/02 Managers	0	0.0%	0	0.0%
03 Professionals	1	5.0%	1	2.0%
04 Semi-Professionals & Tech	1	5.0%	1	1.0%
05 Supervisors	0	0.0%	0	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	0	0.0%
07 Administrative & Sr Clerical	0	0.0%	0	0.0%
08 Skilled Sales & Service	0	0.0%	0	0.0%
09 Skilled Crafts & Trades	0	0.0%	0	0.0%
10 Clerical Personnel	0	5.0%	0	1.0%
11 Intermediate Sales & Service	0	0.0%	0	0.0%
12 Semi-Skilled Manual	0	0.0%	0	0.0%
13 Other Sales & Service	0	0.0%	0	0.0%
14 Other Manual Workers	0	0.0%	0	0.0%
Total	2	5.0%	2	1.5%

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**BluMetric Environmental Inc.**  
**2018-05-30**

001503

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Sr Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	All Employees										Members of Visible Minorities																					
	Number		Growth (New Positions)			Turnover (Replacement of Employees)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)			Hires		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years	
	2015-08-14	#	Annually	%	Projected Annually	%	Over 3 Years	#	Annually	%	Over 3 Years	#	2015-08-14	#	Annually	%	Over 3 Years	#	2015	%	2018	%	Present	%	Present	%	Projected	%	Present	%		
01 Senior Managers	7		-34.1%	5.0%	1	88.9%	5.0%	1	0	5.0%	0	0	0	0	5.0%	0	10.1%	-1	0	5.0%	0	10.1%	0	0	-1	0	0.0%	0.0%	0	0.0%		
02 Middle & Other Managers	4		26.0%	0.0%	0	66.7%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	15.0%	0	0	0.0%	0	15.0%	0	0	0	0	25.0%	25.0%	0	25.0%		
03 Professionals	51		9.0%	5.0%	8	58.1%	8.0%	12	20	8.0%	2	5	5	5.0%	1	17.1%	-2	0	0	5.0%	0	17.1%	0	-2	0	13.7%	13.7%	0	10.2%			
04 Semi-Professionals & Tech	30		21.6%	5.0%	5	42.9%	8.0%	7	12	8.0%	2	5	5	5.0%	1	20.1%	-4	0	0	5.0%	0	20.1%	0	-4	0	8.6%	8.6%	0	8.6%			
05 Supervisors	0		0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0.0%	0	0.0%		
06 Supervisors, Crafts & Trades	0		0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0.0%	0	0.0%		
07 Administrative & Sr Clerical	0		0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0.0%	0	0.0%		
08 Skilled Sales & Service	0		0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0.0%	0	0.0%		
09 Skilled Crafts & Trades	0		0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0.0%	0	0.0%		
10 Clerical Personnel	10		-3.5%	0.0%	0	100.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	13.2%	0	0	0.0%	0	13.2%	0	0	0	0	10.0%	10.0%	0	10.0%		
11 Intermediate Sales & Service	0		0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0.0%	0	0.0%		
12 Semi-Skilled Manual	5		21.6%	0.0%	0	42.9%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	1.7%	0	0	0.0%	0	1.7%	0	0	0	0	0.0%	0.0%	0	0.0%		
13 Other Sales & Service	0		0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0.0%	0	0.0%		
14 Other Manual Workers	0		0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0.0%	0	0.0%		
<b>Total</b>	<b>107</b>		<b>14.1%</b>	<b>5.0%</b>	<b>16</b>	<b>64.7%</b>	<b>7.0%</b>	<b>22</b>	<b>38</b>	<b>7.0%</b>	<b>2</b>	<b>11</b>	<b>11</b>	<b>5.0%</b>	<b>2</b>	<b>16.3%</b>	<b>-6</b>	<b>-9</b>	<b>0</b>	<b>5.0%</b>	<b>0</b>	<b>16.3%</b>	<b>0</b>	<b>-6</b>	<b>-9</b>	<b>0</b>	<b>10.3%</b>	<b>8.9%</b>	<b>0</b>	<b>8.9%</b>		

+ Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> - 1) x 100.  
 † Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100

**Table 8: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals	%	Long-term Goals	%	
01 Senior Managers	0	5.0	2	10.1	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	1	5.0	3	17.1	
04 Semi-Professionals & Tech	1	5.0	2	20.1	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
<b>Total</b>	<b>2</b>	<b>5.0</b>	<b>7</b>	<b>18.4</b>	continuing to work on long term goals



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**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>‡</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 9: Women**

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Women							
	Number		Growth (New Positions)		Turnover (Replacement of Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years	
	2018-05-30	#	Annually	%	Projected Annually	%	Actual Annually	%	Projected Annually	%	Over 3 Years	#	2018-05-30	#	Annually	%	Over 3 Years	#	From - To	2018	2021	%	Present	#	Projected	%	Present	%
01 Senior Managers	2		-34.1%		0	88.9%		0	0	0	0	1	0.0%	0	0	0	0	0	0	0	0	0	27.4%	0	0	50.0%	50.0%	
02 Middle & Other Managers	8		26.0%		0	66.7%		0	0	0	0	6	0.0%	0	-3	0	0	0	0	0	0	38.9%	3	3	75.0%	75.0%		
03 Professionals	66		9.0%		0	58.1%		0	0	0	0	34	0.0%	0	-19	0	0	0	0	0	0	23.3%	19	19	51.5%	51.5%		
04 Semi-Professionals & Tech	54		21.6%		0	42.9%		0	0	0	0	21	0.0%	0	-9	0	0	0	0	0	0	21.3%	9	9	38.9%	38.9%		
05 Supervisors	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%		
06 Supervisors, Crafts & Trades	1		0.0%		0	0.0%		0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	5.3%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	8		0.0%		0	175.0%		0	0	0	0	7	0.0%	0	-1	0	0	0	0	0	0	80.5%	1	1	87.5%	87.5%		
08 Skilled Sales & Service	0		0.0%		0	0.0%		0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	2		0.0%		0	100.0%		0	0	0	0	0	0.0%	0	-1	0	0	0	0	0	0	5.1%	1	1	50.0%	50.0%		
10 Clerical Personnel	9		-3.5%		0	157.9%		0	0	0	0	7	0.0%	0	-1	0	0	0	0	0	0	66.5%	1	1	77.8%	77.8%		
11 Intermediate Sales & Service	0		0.0%		0	0.0%		0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	9		21.6%		2	42.9%		11	13	0	0	0	40.0%	0	2	2	2	2	2	2	2	14.6%	-1	0	0	0.0%	18.2%	
13 Other Sales & Service	0		0.0%		0	0.0%		0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0	0	0.0%	0.0%		
14 Other Manual Workers	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%		
<b>Total</b>	<b>159</b>		<b>14.1%</b>		<b>0</b>	<b>64.7%</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>77</b>	<b>0.0%</b>	<b>0</b>	<b>-33</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27.9%</b>	<b>33</b>	<b>33</b>	<b>48.4%</b>	<b>48.4%</b>		

+ Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> - 1) x 100.  
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100

**Table 10: Women**

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	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	
05 Supervisors	0.0	0.0	
06 Supervisors, Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	14.6%	15.0	continue to hire at present availability. Market availability is 14.6%. Therefore set the goal to a minimum of this number.
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
<b>Total</b>	<b>0.0</b>	<b>0.0</b>	

Federal Contractors Program Achievement Report  
Part 3: Goals

BluMetric Environmental Inc.  
2018-05-30

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>5</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Sr Workforce Analysis <sup>6</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)

Table 11: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals																	
	Number		Growth (New Positions)		Turnover (Replacement of Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Present Representation		Projected Representation in 3 Years			
	2018-05-30	#	Annually	%	Annually	%	Annually	%	Over 3 Years	#	2018-05-30	#	Annually	%	Over 3 Years	#	2018	2021	%	Present	#	Projected	%	Present	%	Projected	%	
01 Senior Managers	2		-34.1%		0		88.9%		0	0	0	0.0%		0	0	0	0		2.9%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
02 Middle & Other Managers	8		26.0%		0		66.7%		0	0	0	0.0%		0	0	0	0		2.2%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
03 Professionals	66		9.0%		0		58.1%		0	1	0	0.0%		0	0	0	0		1.3%	0	0	0.0%	0	1.5%	0	1.5%	0	1.5%
04 Semi-Professionals & Tech	54		21.6%		0		42.9%		0	2	0	0.0%		-1	0	0	0		2.2%	0	1	0.0%	0	3.7%	1	3.7%	0	3.7%
05 Supervisors	0		0.0%		0		0.0%		0	0	0	0.0%		0	0	0	0		0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
06 Supervisors, Crafts & Trades	1		0.0%		0		0.0%		0	0	0	0.0%		0	0	0	0		2.5%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
07 Administrative & Sr Clerical	8		0.0%		0		175.0%		0	1	0	0.0%		-1	0	0	0		5.0%	0	1	0.0%	0	12.5%	1	12.5%	0	12.5%
08 Skilled Sales & Service	0		0.0%		0		0.0%		0	0	0	0.0%		0	0	0	0		0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
09 Skilled Crafts & Trades	2		0.0%		0		100.0%		0	0	0	0.0%		0	0	0	0		2.6%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
10 Clerical Personnel	9		-3.5%		0		157.9%		0	0	0	0.0%		0	0	0	0		2.6%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
11 Intermediate Sales & Service	0		0.0%		0		0.0%		0	0	0	0.0%		0	0	0	0		0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
12 Semi-Skilled Manual	9		21.6%		0		42.9%		0	0	0	0.0%		0	0	0	0		3.3%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
13 Other Sales & Service	0		0.0%		0		0.0%		0	0	0	0.0%		0	0	0	0		0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
14 Other Manual Workers	0		0.0%		0		0.0%		0	0	0	0.0%		0	0	0	0		0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	159		14.1%		0		64.7%		0	4	0	0.0%		-1	0	0	0		2.1%	0	1	0.0%	0	2.5%	1	2.5%	0	2.5%

+ Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.  
 † Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	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	
05 Supervisors	0.0	0.0	
06 Supervisors, Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	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	0.0	exceeded our short term goals. No Gaps

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**

**BluMetric Environmental Inc.**  
**2018-05-30**

001506

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 13: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	All Employees												Persons with Disabilities											
	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Turnover (Replacement of Terminated Employees)			Hires			3 Year Goals			Present Availability			Present Representation			Projected Representation in 3 Years		
	Number 2018-05-30	Actual Annually	Projected Annually	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Anticipated Hires Over 3 Years	Number 2018-05-30	Actual Annually	Projected Annually	Over 3 Years	Hires Required Over 3 Years	From - To YYYY - YYYY	2018	2021	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
01/02 Managers	10	-4.1%		0		0	77.8%		0	0	0	0.0%		0	0	0	0	0	4.3%	0	0	0.0%	0.0%	
03 Professionals	66	9.0%		0		0	58.1%		0	0	3	0.0%		0	0	0	0	0	3.8%	0	0	4.5%	4.5%	
04 Semi-Professionals & Tech	54	21.6%	6.0%	10	42.9%	65	40.0%	40.0%	75	1	1	40.0%	40.0%	3	3	4.5%			4.6%	-1	0	1.9%	4.7%	
05 Supervisors	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%	
06 Supervisors: Crafts & Trades	1	0.0%		0	0.0%	0	0.0%		0	0	0	0.0%		0	0	0	0	0	7.8%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	8	0.0%		0	0.0%	0	175.0%		0	1	1	0.0%		-1	0	0	0	0	3.4%	1	1	12.5%	12.5%	
08 Skilled Sales & Service	0	0.0%		0	0.0%	0	0.0%		0	0	0	0.0%		0	0	0	0	0	0.0%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	2	0.0%		0	0.0%	0	100.0%		0	0	0	0.0%		0	0	0	0	0	3.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	9	-3.5%	6.0%	2	157.9%	11	40.0%	40.0%	13	0	0	0.0%		1	1	7.0%			7.0%	-1	0	0.0%	9.1%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%	0	0.0%		0	0	0	0.0%		0	0	0	0	0	0.0%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	9	21.6%		0	42.9%	0	0.0%		0	0	0	0.0%		0	0	0	0	0	4.8%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%		0	0.0%	0	0.0%		0	0	0	0.0%		0	0	0	0	0	0.0%	0	0	0.0%	0.0%	
14 Other Manual Workers	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%	
Total	159	14.1%	6.0%	29	64.7%	191	40.0%	40.0%	220	5	5	40.0%	40.0%	6	9	9	4.3%		4.3%	-2	0	3.1%	4.3%	

† 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

**Table 14: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments	
	Short-term Goals	Long-term Goals		
	%	%		
01/02 Managers	0.0	0.0		
03 Professionals	0.0	0.0		
04 Semi-Professionals & Tech	4.500	6.0	as long as we continue to hire at present market availability. increased LT goals slightly higher than short term goals projecting that our turnover rate decreases	
05 Supervisors	0.0	0.0		
06 Supervisors: Crafts & Trades	0.0	0.0		
07 Administrative & Sr Clerical	0.0	0.0		
08 Skilled Sales & Service	0.0	0.0		
09 Skilled Crafts & Trades	0.0	0.0		
10 Clerical Personnel	7.00	7.0	as long as we continue to hire at present market availability.	
11 Intermediate Sales & Service	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	4.300	0.0	as long as we continue to hire at present market availability. Long term goals will include promotion and retention of those with disability	



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

001507

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 15: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals																					
	Number		Growth (New Positions)		Turnover (Replacement of Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years					
	2018-05-30	#	Annually	%	Projected Annually	%	Actual Annually	%	Projected Annually	%	Over 3 Years	#	2018-05-30	#	Annually	%	Over 3 Years	#	From - To	2018	2021	%	Present Availability	#	%	Projected Gap	#	%	Present Representation	%	Projected Representation in 3 Years	
01 Senior Managers	2		-34.1%		0		88.9%		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%
02 Middle & Other Managers	8		26.0%		0		66.7%		0		0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	12.5%	0	12.5%	
03 Professionals	66		9.0%	6.0%	12		58.1%	40.0%	79		11	16	16	17.6%	17.6%	16	16	16	16	16	16	16	17.6%	-3	0	0	13.6%	0	17.9%			
04 Semi-Professionals & Tech	54		21.6%	6.0%	10		42.9%	40.0%	65		8	14	15	20.1%	20.1%	15	15	15	15	15	15	15	20.1%	-4	0	0	13.0%	1	21.9%			
05 Supervisors	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	#DIV/0!	0	#DIV/0!		
06 Supervisors, Crafts & Trades	1		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%		
07 Administrative & Sr Clerical	8		0.0%	6.0%	1		175.0%	40.0%	10		0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!	0	#DIV/0!		
08 Skilled Sales & Service	2		0.0%		0		100.0%		0		0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	22.5%	0	0.0%		
09 Skilled Crafts & Trades	9		-3.5%		0		157.9%		0		0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	13.0%	1	22.2%		
10 Clerical Personnel	9		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%		
11 Intermediate Sales & Service	0		0.0%		0		0.0%		0		0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!	0	#DIV/0!		
12 Semi-Skilled Manual	9		21.6%	6.0%	2		42.9%	40.0%	11		1	2	3	20.0%	20.0%	3	3	3	3	3	3	3	20.0%	-1	0	0	11.1%	1	27.3%			
13 Other Sales & Service	0		0.0%		0		0.0%		0		0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!	0	#DIV/0!		
14 Other Manual Workers	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	#DIV/0!	0	#DIV/0!		
Total	159		14.1%	6.1%	29		64.7%	40.0%	191		24	37	39	17.7%	17.7%	39	39	39	39	39	39	39	17.7%	-8	0	0	12.6%	2	18.6%			

+ Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Previous Workforce Analysis + Total number of employees from Current  
 † Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current  
 ‡ Workforce Analysis) ÷ 2) x 100

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	17.6	20.0	
04 Semi-Professionals & Tech	20.1	20.0	
05 Supervisors	0.0	0.0	
06 Supervisors, Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	7.0	20.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	20.0	20.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	17.7	20.0	short term goals focusing on hiring at present availability. Long term goals set higher with the projected decrease in turnover rate for the long term





**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**BluMetric Environmental Inc.**

**43250**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							All Employees	Hires			Promotions			Terminations								
			Women								Women			Women			Women								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	%	#	#	%		
07 Administrative & Senior Clerical	2015	0	0	0.0	0.0	0	0	0	0.0																
	2018	8	7	87.5	80.5	6	1	108.7		12	9	75.0	10	-1	0	0	0.0	0	0	0	7	5	71.4	0	5
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	2	1	50.0	5.1	0	1	980.4		1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2015	10	10	100.0	66.4	7	3	150.6																	
	2018	9	7	77.8	66.5	6	1	117.0		16	12	75.0	11	1	0	0	0.0	0	0	0	15	13	86.7	15	-2
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	5	1	20.0	12.0	1	0	166.7																	
	2018	9	0	0.0	14.6	1	-1	0.0		3	0	0.0	0	0	0	0	0.0	0	0	0	3	1	33.3	1	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments	
		All Employees	Flow Data			Short-term Goals				Long-term Goals					
			Women			Women				Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%	#	%	%	
07 Administrative & Senior Clerical	2018	5	4	80.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	5	4	80.0											
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0											
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0											
10 Clerical Personnel	2018	1	-1	-100.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	1	-1	-100.0											
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0											
12 Semi-Skilled Manual Workers	2018	0	-1	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	-1	0.0									15.0	0.0	total women workforce is significantly higher than availability, however will make effort in the semi-skilled manual workers

**Federal Contractors Program Achievement Report  
Part 4: Results - Women**

**BluMetric Environmental Inc.**

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																						
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X
<b>Workforce Analysis</b>																																														
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Year</b>	<b>Workforce</b>										<b>Hires</b>					<b>Flow Data Analysis</b>					<b>Terminations</b>																							
			<b>All Employees</b>					<b>Women</b>					<b>All Employees</b>					<b>Women</b>					<b>All Employees</b>					<b>Women</b>																		
		#	#	#	%	%	#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13	Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
14	Other Manual Workers	2015	0	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>		2015	107	48	44.9	25.3	27	21	177.3	99	51	51.5	28	23	6	5	83.3	3	2	86	40	46.5	39	1																						

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	<b>New Entrants</b>				<b>Short-term Goals</b>				<b>Long-term Goals</b>				<b>Comments</b>
		<b>Flow Data</b>		<b>Women</b>		<b>Women</b>		<b>Women</b>		<b>Women</b>		<b>Women</b>		
	#	#	%	%	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met		
13	Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14	Other Manual Workers	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
<b>Total</b>		2018	19	16	84.2	0	0.0	0	0.0	0	0.0	0	0.0	
		2021	19	16	84.2	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Report  
Part 5: Results - Aboriginal Peoples  
BluMetric Environmental Inc.**

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F ÷ 100	V - X
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees			Aboriginal Peoples			All Employees			Aboriginal Peoples			All Employees			Aboriginal Peoples			All Employees			Aboriginal Peoples		
#	#	%	Representation	Availability	Gap	EE Result	#	#	#	Actual	Expected	Difference	#	#	#	Actual	Expected	Difference	#	#	#	Actual	Expected	Difference	
01 Senior Managers	2015	7	0	0.0	2.9	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	
	2018	2	0	0.0	2.9	0	0	0.0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
02 Middle & Other Managers	2015	4	0	0.0	2.2	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	
	2018	8	0	0.0	2.2	0	0	0.0	3	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	
03 Professionals	2015	51	1	2.0	1.2	1	0	163.4	116.6	0	0	0	0	0	3	0	0	0	0	0	34	0	0	-1	
	2018	66	1	1.5	1.3	1	0	116.6	31	0	0	0	0	0	3	0	0	0	0	0	0	0	0	-1	
04 Semi-Professionals & Technicians	2015	30	0	0.0	2.2	1	-1	0.0	0	0	0	0	0	0	0	0	0	0	0	0	18	0	0	0	
	2018	54	2	3.7	2.2	1	1	168.4	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
05 Supervisors	2015	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	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
06 Supervisors: Crafts & Trades	2015	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	
	2018	1	0	0.0	2.5	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	E + L x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2018	-3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	-3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2018	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
04 Semi-Professionals & Technicians	2018	14	0.0	1	0.0	5.0	0.0	1.0	0.0	0	0.0	1.0	0.0	may not have achieved short term goal for this particular EEOG 4, however, we exceeded goal in administrative EEOG #7
	2021	14	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
05 Supervisors	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	







**Federal Contractors Program Achievement Report  
Part 6: Results - Persons with Disabilities**

**BluMetric Environmental Inc.**  
43250

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F ÷ 100	V - X
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity (EEOG)	Year	Workforce Analysis												Flow Data Analysis										
		Workforce						Hires						Promotions			Terminations							
		All Employees		Persons with Disabilities		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities						
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
01 & Managers	2015	11	9.1	1	4.3	0	1	211.4	4	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
02 & Managers	2018	10	0.0	0	4.3	0	0	0.0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
03 Professionals	2015	51	0.0	0	3.8	2	-2	0.0	0	0.0	1	1	2	3	1	33.3	0	0	0	1	34	1	2.9	0
04 Semi-Professionals & Technicians	2015	66	4.5	3	3.8	3	0	119.6	31	9.7	1	1	2	3	1	33.3	0	0	0	18	1	5.6	0	
05 Supervisors	2015	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
06 Supervisors: Crafts & Trades	2015	0	0.0	0	7.8	0	0	0.0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0

Data sources: Part 2: Flow Data Analysis Part 2: Flow Data Analysis Part 3: Goals E + D x 100 Part 3: Goals E + G x 100 Part 3: Goals E + H x 100 Part 3: Goals F + I x 100 Part 3: Goals E + K x 100 Part 3: Goals F + M x 100

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		Flow Data			Persons with Disabilities			Persons with Disabilities			
		All Employees	Persons with Disabilities	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 & Managers	2018	-1	-1	100.0	0	0.0	0	0.0	0	0.0	short term goal to hire according to availability
02 & Managers	2021	-1	-1	100.0	0	0.0	0	0.0	0	0.0	short term goal to hire according to availability
03 Professionals	2018	0	3	0.0	1	300.0	5.0	0.0	1	300.0	increased our representation by 3 persons
04 Semi-Professionals & Technicians	2018	14	1	7.1	1	100.0	5.0	142.9	1	100.0	achieved short term goal, continue to work towards hiring at availability to achieve long term goals
05 Supervisors	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report  
 Part 6: Results - Persons with Disabilities  
 BluMetric Environmental Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																				
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100
Data sources:																							↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
Employment Equity Occupational Group (EEOG)		Year	Workforce Analysis										Flow Data Analysis						Terminations																									
			All Employees	Workforce					Hires					Promotions			Terminations																											
		#	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference																						
		#	%	%	#	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	%	#																						
07	Administrative & Senior Clerical	2015	0	0.0	0.0	0	0	0	0.0	12	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0																					
		2018	8	1	12.5	3.4	0	1	367.6	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0																					
08	Skilled Sales & Service Personnel	2015	0	0.0	3.5	0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0																					
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0																					
09	Skilled Crafts & Trades Workers	2015	0	0.0	0.0	0	0	0	0.0	1	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0																					
		2018	2	0	0.0	3.8	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0																					
10	Clerical Personnel	2015	10	0	0.0	7.0	1	-1	0.0	16	0	0.0	1	-1	0	0.0	0	0	0	0	0	0	0																					
		2018	9	0	0.0	7.0	1	-1	0.0	0	0	0.0	1	-1	0	0.0	0	0	0	0	0	0	0																					
11	Intermediate Sales & Service Personnel	2015	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																					
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0																					
12	Semi-Skilled Manual Workers	2015	5	0	0.0	4.8	0	0	0.0	3	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0																					
		2018	9	0	0.0	4.8	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0																					

Data sources: Part 2: Flow Data Analysis Part 2: Flow Data Analysis Part 3: Goals E + D x 100 Part 3: Goals E - G x 100 Part 3: Goals E + I x 100 Part 3: Goals E + K x 100 Part 3: Goals F + M x 100

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Persons with Disabilities	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	2018	5	0	0.0	0	0.0	0	0.0	0.0	
		2021	5	0	0.0	0	0.0	0	0.0	0.0	
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0	0.0	0.0	
		2021	0	0	0.0	0	0.0	0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0	0.0	0.0	
		2021	0	0	0.0	0	0.0	0	0.0	0.0	
10	Clerical Personnel	2018	1	0	0.0	0	0.0	0	0.0	1.0	continue to work toward goal
		2021	1	0	0.0	0	0.0	0	0.0	7.0	
11	Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0	0.0	0.0	
		2021	0	0	0.0	0	0.0	0	0.0	0.0	
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0	0.0	0.0	
		2021	0	0	0.0	0	0.0	0	0.0	0.0	

**Federal Contractors Program Achievement Report  
Part 6: Results - Persons with Disabilities**

**BluMetric Environmental Inc.**

43250

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V + U \times 100$	$U \times F \div 100$	$V - X$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis													
		Workforce						Hires						Promotions						Terminations							
		All Employees		Persons with Disabilities		Persons with Disabilities		All Employees		Persons with Disabilities		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		Persons with Disabilities		All Employees		Persons with Disabilities	
		#	#	Representation %	Availability %	#	Gap #	EE Result %	#	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0
Total	2015	107	1	0.9	4.4	5	-4	21.2	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0
	2018	159	5	3.1	4.3	7	-2	73.1	99	5	5.1	4	1	6	1	16.7	0	1	1	86	3	3.5	1	2			

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
13 Other Sales & Service Personnel	2018	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	
	2021	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	
14 Other Manual Workers	2018	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0	0	0.0	
	2021	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0	0	0.0	
Total	2018	19	15.8	2	150.0	5.0	315.8	2	150.0	1.5	1052.6	0.0	0.0	making strides in achieving short term and long term goals. Closing the gap
	2021	19	15.8	2	150.0	4.3	367.2	2	150.0	0.0	0.0	0.0	0.0	



Federal Contractors Program Achievement Report  
Part 7: Results - Members of Visible Minorities

BluMetric Environmental Inc.

43250

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis						Terminations					
		All Employees			Visible Minorities			All Employees			Hires			All Employees			Visible Minorities								
	#	%	Availability	Gap	EE Result	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Expected	Difference	
01 Senior Managers	2015	7	0.0	10.1	1	-1	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	4	0	0.0	0	0
	2018	2	0.0	10.1	0	0	0.0	1	0	0	0	0.0	0	0	0	0	0.0	0	0	0	4	0	0.0	0	0
02 Middle & Other Managers	2015	4	1	25.0	15.0	1	0	166.7																	
	2018	8	1	12.5	15.0	1	0	83.3																	
03 Professionals	2015	51	7	13.7	17.1	9	-2	80.3																	
	2018	66	9	13.6	17.6	12	-3	77.5																	
04 Semi-Professionals & Technicians	2015	30	2	6.7	20.1	6	-4	33.2																	
	2018	54	7	13.0	20.1	11	-4	64.5																	
05 Supervisors	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0																	
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	1	0	0.0	11.9	0	0	0.0																	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	E + G x 100	Part 3: Goals	E + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals						Comments	
		Flow Data		Short-term Goals			Long-term Goals					
	#	Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2018	-3	0	0.0	0	0.0	5.0	0.0	2	10.1	0.0	
	2018	-3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
02 Middle & Other Managers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
	2021	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
03 Professionals	2018	0	0	0.0	1	0.0	5.0	0.0	3	17.1	0.0	focus our recruitment / promotion efforts here
	2021	0	0	0.0	1	0.0	17.6	0.0	20.0	20.0	0.0	
04 Semi-Professionals & Technicians	2018	14	5	35.7	1	500.0	5.0	714.3	2	250.0	177.7	focus our recruitment / promotion efforts here
	2021	14	5	35.7	1	500.0	20.1	177.7	2	20.1	178.6	
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	

**Federal Contractors Program Achievement Report  
Part 7: Results - Members of Visible Minorities**

**BluMetric Environmental Inc.**

**43250**

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U × F ÷ 100	V - X
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis						Terminations					
		All Employees						Visible Minorities						All Employees			Visible Minorities			All Employees			Visible Minorities		
		#	#	%	#	%	#	Representation	Availability	Gap	EE Result	#	#	Actual	Expected	Difference	Actual	Expected	Difference	#	#	#	Actual	Expected	Difference
07	Administrative & Senior Clerical	2015	0	0.0	0.0	0	0.0	0	0.0	0	0.0	12	0	0.0	1	-1	0	0.0	0	0	0	7	0	0.0	0
08	Skilled Sales & Service Personnel	2015	8	0.0	7.1	1	-1	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0	0	0
09	Skilled Crafts & Trades Workers	2015	0	0.0	0.0	0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0	0	0
10	Clerical Personnel	2015	10	1	10.0	13.2	1	0	75.8	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0	1	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2015	9	2	22.2	13.0	1	1	170.9	16	2	12.5	2	0	0.0	0	0.0	0	0	0	15	1	6.7	2	-1
12	Semi-Skilled Manual Workers	2015	5	0	0.0	1.7	0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	3	0	0.0	0	0
		2018	9	1	11.1	19.9	2	-1	55.8	3	0	0.0	1	-1	0	0	0.0	0	0	0	3	0	0.0	0	0

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	E ÷ D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	E + H x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants						Goals						Comments	
		Flow Data			Short-term Goals			Long-term Goals			Goals				
		All Employees	Visible Minorities	Actual	Goal	Percent of Goal Met	Goal	Goal	Percent of Goal Met	Goal	Goal	Percent of Goal Met	Goal		
07	Administrative & Senior Clerical	2018	5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	hire according to availability
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	7.0	0.0	0	0.0	0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0.0	
10	Clerical Personnel	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0.0	
11	Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0.0	
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0.0	hire to availability
		2021	0	0	0.0	0	0.0	20.0	0.0	0	0.0	0	0.0	0.0	

**Federal Contractors Program Achievement Report  
Part 7: Results - Members of Visible Minorities**

**BluMetric Environmental Inc.**

43250

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y							
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	E + H x 100
<b>Workforce Analysis</b>																															
<b>Employment Equity (EEOG)</b>		<b>Year</b>		<b>Workforce</b>										<b>Hires</b>				<b>Flow Data Analysis</b>				<b>Terminations</b>									
		<b>All Employees</b>		<b>Representation</b>		<b>Visible Minorities Availability</b>		<b>Gap</b>		<b>EE Result</b>		<b>All Employees</b>		<b>Visible Minorities</b>		<b>All Employees</b>		<b>Visible Minorities</b>		<b>All Employees</b>		<b>Visible Minorities</b>		<b>All Employees</b>		<b>Visible Minorities</b>					
		#		#		%		#		%		#		%		#		%		#		%		#		%		#		%	
13	Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
14	Other Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>		2018	107	11	10.3	16.3	17	-6	63.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>		2015	159	20	12.6	17.7	28	-8	71.1	99	20	20.2	18	2	6	0	0.0	1	-1	86	14	16.3	9	5							

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity (EEOG)	Year	<b>New Entrants</b>				<b>Short-term Goals</b>				<b>Long-term Goals</b>				<b>Comments</b>
		<b>Flow Data</b>		<b>Visible Minorities</b>		<b>Visible Minorities</b>		<b>Visible Minorities</b>		<b>Visible Minorities</b>		<b>Visible Minorities</b>		
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
	#	#	#	%	#	%	%	#	%	#	%	#	%	
13	Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
14	Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
<b>Total</b>		2018	19	6	31.6	2	300.0	5.0	631.6	7	81.1	18.4	171.6	In 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
<b>Total</b>		2021	19	6	31.6	2	300.0	5.0	631.6	7	81.1	18.4	171.6	

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>BluMetric Environmental Inc.</b>
<b>43250</b>

## Efforts

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

### Required measures:

- Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
- Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
- Adjusted survey results to reflect hires, promotions and terminations.
- Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
- Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
- Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
- Ensured that any new gaps identified are addressed accordingly.
- Maintained appropriate records in all required areas.

### Other measures:

- Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
- Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
- Ensured ongoing senior-level support for employment equity and its implementation.
- Established accountability mechanisms to ensure that the short-term goals would be met.
- Communicated the goals to relevant managers as well as monitored and recorded the results.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
- Consulted employee/union representatives on communication and implementation of employment equity.
- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

### Operational Context

Please check the appropriate boxes and provide a brief overview of the events that have influenced your organization's activities during the period between the first/previous and subsequent/current compliance assessment.

- Impact of economic and industrial conditions on the organization.

- 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.

**Additional Details**

Please 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 on-going 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:

Yes  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 found 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		Representation	LMA
#	Description	Present Gap	Short-term	Long-term		
			(1 to 3 years)	(3 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		Representation	LMA
#	Description	Present Gap	Short-term	Long-term		
			(1 to 3 years)	(3 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 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 Personnel	-1	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

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**

**Date: July 27, 2018**

**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' <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 Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

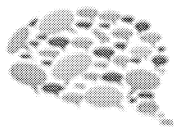
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca).

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@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.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!