



Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Iron Mountain Canada Operations ULC	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Iron Mountain, Incorporated	Procurement Business Number [REDACTED] PG0001
Organization's North American Industry Classification System (NAICS) Code N° 493190	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 1188 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm

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.) 195 Summerlea Road	City Brampton	Province ON	Postal Code L6T 4P6
	Telephone Number 905-792-7099	Fax Number 905-792-2355	

EMPLOYMENT EQUITY CONTACT	
Name (print) Sonya Ansari	Title Senior HR Business Partner Canada
Telephone Number 647-328-2524	E-mail Address sonya.ansari@ironmountain.com

CERTIFICATION
<p>The above-named organization:</p> <ul style="list-style-type: none"> 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 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). <p>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: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</p> <p>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.</p>

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) Daryl Westman	Title Senior Vice President (interim)
Telephone Number 9 [REDACTED]	E-mail Address daryl.westman@ironmountain.com
[REDACTED]	Date May 7, 2014

TURN INSTRUCTIONS
<p>IMPORTANT</p> <ul style="list-style-type: none"> The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca



APPLICATION FOR EXTENSION – COMPLIANCE ASSESSMENT

Federal Contractors Program

Contractors may apply for an extension where unforeseen circumstances interfere with the original due date for submitting documentation to complete a Compliance Assessment under the Federal Contractors Program.

PROCEDURE FOR THE EXTENSION

1. Contractors may apply for an extension in situations that are unforeseen and interfere with their submission deadline.
2. The Application for Extension must be signed by a senior manager of the corporation (i.e. CEO, owner, authorized manager).

Once completed, the form can be submitted by e-mail to: ee-eme@hrsdc-rhdcc.gc.ca

I, the undersigned, on behalf of Iron Mountain Canada Operations ULC #060929

(NAME OF COMPANY and AGREEMENT TO IMPLEMENT EMPLOYMENT EQUITY (AIEE) NUMBER)

Agree to the following statements:

1. I have the authority to sign on behalf of this company. My signature has the value of legally binding this company to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.

I am making the claim that Iron Mountain is unable to submit the documentation for the Compliance Assessment within the deadline as required by the Federal Contractors Program. I am therefore requesting an extension until November 30, 2017 because of:

In 2016/17 Iron Mountain acquired Recall globally and we are been working at integrating the business and employees over the last 18 months. Part of this acquisition required Iron Mountain to divest of some of its assets and employees due to the competition board. The final divestiture occurred at the end of August in Canada and we would like the opportunity to clean up our databases and ensure our acquired employees are captured as part of our ongoing requirements under the Federal Contractors program. This process has been delayed due to other activities related to the acquisition.

As a senior manager of the corporation, I hereby state that all these statements are correct to the best of my knowledge, and I am requesting an extension.

Date: October 16, 2017

Name: Sonya Ansari Signature 

Title: Director HR Telephone Number: 647/328-2524

Email address: sonya.ansari@ironmountain.com

Address: 195 Summerlea Road, Brampton, ON L6T4P6

From: Yakibonge, Maurice [NC] <maurice.yakibonge@labour-travail.gc.ca> **On Behalf Of** EE-EME
Sent: October 18, 2017 8:08 AM
To: 'Ansari, Sonya' <Sonya.Ansari@ironmountain.com>; EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>
Cc: Begg, Suzanne SV [NC] <suzanne.begg@labour-travail.gc.ca>
Subject: RE: Government of Canada Agreement [060929] – Notice of Second Compliance Assessment under the Federal Contractors Program

Good morning,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until **November 30, 2017**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

From: Ansari, Sonya [<mailto:Sonya.Ansari@ironmountain.com>]
Sent: October-16-17 4:37 PM
To: EE-EME
Subject: RE: Government of Canada Agreement [060929] – Notice of Second Compliance Assessment under the Federal Contractors Program

Hello – please see attached.

Thank you
Sonya

SONYA ANSARI | DIRECTOR HR BUSINESS PARTNERSHIPS

IRON MOUNTAIN

905-792-7099 X2234 – office

647-328-2524 – mobile

www.IronMountain.com

Iron Mountain, 195 Summerlea Road, Brampton ON L6T 4P6



Online: www.IronMountain.com/HRConnect

WHEN YOU HAVE QUESTIONS, WE HAVE ANSWERS!

US and Canada, Dial: 1-855-IM ASK HR (1-855-462-7547)

From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca] **On Behalf Of** ee-eme@hrsdc-rhdcc.gc.ca
Sent: Monday, October 16, 2017 7:50 AM
To: Ansari, Sonya; ee-eme@hrsdc-rhdcc.gc.ca
Subject: RE: Government of Canada Agreement [060929] – Notice of Second Compliance Assessment under the Federal Contractors Program

Good Morning,

Thank you for your email.

Please find attached an application for requesting an extension. Please complete it and return it to my attention as soon as possible.

Kind regards,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

From: Ansari, Sonya [mailto:Sonya.Ansari@ironmountain.com]
Sent: October-13-17 5:55 PM
To: EE-EME
Cc: Yakibonge, Maurice [NC]
Subject: RE: Government of Canada Agreement [060929] – Notice of Second Compliance Assessment under the Federal Contractors Program

Hello,

I am sending this email with a request for an extension of the Nov 3rd deadline date. We are requesting an extension to Nov 30th. We have had a large acquisition and divestiture occur last year and will need additional time to review the reporting to ensure accuracy.

Thank you for your consideration,
Sonya

SONYA ANSARI | DIRECTOR HR BUSINESS PARTNERSHIPS
IRON MOUNTAIN
905-792-7099 X2234 – office
647-328-2524 – mobile
www.IronMountain.com



Online: www.IronMountain.com/HRConnect

WHEN YOU HAVE QUESTIONS, WE HAVE ANSWERS!

US and Canada, Dial: 1-855-IM ASK HR (1-855-462-7547)

From: jennifer.goodwin@hrsdc-rhdcc.gc.ca [<mailto:jennifer.goodwin@hrsdc-rhdcc.gc.ca>] **On Behalf Of** ee-eme@hrsdc-rhdcc.gc.ca

Sent: Tuesday, October 03, 2017 2:34 PM

To: daryl.westman@ironmountain.com

Cc: Ansari, Sonya; maurice.yakibonge@labour-travail.gc.ca

Subject: Government of Canada Agreement [060929] – Notice of Second Compliance Assessment under the Federal Contractors Program

Cette information est également disponible en français sur demande.

Good afternoon,

Further to your initial compliance assessment which was concluded on March 9, 2016, Iron Mountain Canada Operations ULC is now subject to a second compliance assessment under the Federal Contractors Program (FCP). The goal of this second assessment is to evaluate your organization's progress and/or effort to achieve full representation of the four designated groups – women, Aboriginal peoples, persons with disabilities and members of visible minorities – within your workforce.

For this second assessment, your organization is required to complete and submit the following information to the Labour Program by **November 3, 2017**:

- a current workforce analysis including the Summary Report and Detailed Report;
- Forms 1 to 6 covering your workforce data at the national level;
- revised goals for any remaining gaps in representation (a completed Short-term Goal Setting Tool file in Excel format); and
- a completed Achievement Table in Excel format that includes any new short-term and long-term goals.

Tools and Resources

In order to assist your organization in meeting its obligations, we encourage you to continue using the Workplace Equity Information Management System (WEIMS). Through this application you can:

- store and maintain your organization's employment equity data;
- create backup files of your data;
- generate and submit your Forms 1 to 6 and workforce analysis using the latest available Census data (you may also grant Labour Program officers access to view this information in WEIMS); and
- access various tools and resources under the Help page including the *Quick Reference Guide for Contractors: How to Complete a Compliance Assessment Submission under the Federal Contractors Program* and the Achievement Table.

Should you have any questions, please contact your Program Officer, Maurice Yakibonge, at maurice.yakibonge@labour-travail.gc.ca.

Workplace Equity Team

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdc-rhdcc.gc.ca

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Iron Mountain Canada Operations ULC (certificate # 060929)

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

Reporting Period 1970-01-02 to 2017-12-01

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	626	17	0	643	Calgary	102	4	0	106
Québec	203	7	0	210	Edmonton	36	1	0	37
Nova Scotia	23	0	0	23	Halifax	23	0	0	23
New Brunswick	27	0	0	27	Montréal	174	5	0	179
Manitoba	30	0	0	30	Toronto	520	12	0	532
British Columbia	131	8	0	139	Vancouver	118	5	0	123
Saskatchewan	5	0	0	5	Winnipeg	29	0	0	29
Alberta	137	5	0	142	Moncton	5	0	0	5
Newfoundland and Labrador	12	0	0	12	Saint John	22	0	0	22
Total Employees in Canada				1231	Québec	28	2	0	30
					Kingston	1	2	0	3
					Ottawa - Gatineau	68	3	0	71
					Kitchener - Cambridge - Waterloo	33	0	0	33
					London	1	0	0	1
					Windsor	5	0	0	5
					Saskatoon	5	0	0	5



Iron Mountain Canada Operations ULC (certificate # 060929)

Form 1

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

Reporting Period 1970-01-02 to 2017-12-01

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Kelowna	8	3	0	11
Victoria	4	0	0	4
MidLab. less CMA	12	0	0	12
Total Employees in Canada	▶			1231



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$ 85,000 - \$89,999	4	1	1										
	3	2	2								1	1	
	2	7	5	2									
	1	14	11	3				2	2				
	Total	24	19	5				2	2		1	1	
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	2	2										
	3	7	3	4							1		1
	2	23	18	5				1	1		6	5	1
	1	14	8	6							3		3
	Total	46	31	15				1	1		10	5	5
Professionals Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 50,000 - \$54,999	4	2	2										
	3	3	2	1							1	1	
	2	5	3	2							2	1	1
	1	1	1										
	Total	11	8	3							3	2	1
Supervisors Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	1	1										
	3	1		1									
	2	1		1							1		1
	1	8	2	6							3	2	1
	Total	11	3	8							4	2	2

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / National
 Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Supervisors: Crafts and Trades Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 45,000 - \$49,999	4	7	5	2								3	3	
	3	26	22	4								4	3	1
	2	29	22	7	1		1	1	1	1	1	9	8	1
	1	9	9					1	1			1	1	
	Total	71	58	13	1		1	2	2	2	2	17	15	2
Administrative and Senior Clerical Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 45,000 - \$49,999	4	1		1								1		1
	3													
	2													
	1	1	1											
	Total	2	1	1	1							1		1
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 55,000 - \$59,999	4	5	4	1										
	3	10	6	4										
	2	14	7	7								1	1	
	1	27	15	12				1	1	1		3	2	1
	Total	56	32	24				1	1	1		4	3	1
Clerical Personnel Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 25,000 - \$29,999	4	2	1	1										
	3	2	1	1										
	2	59	22	37	3	1	2				24	10	14	
	1	152	62	90	4	1	3	8	4	4	76	39	37	
	Total	215	86	129	7	2	5	8	4	4	4	100	49	51

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / National
 Reporting Period 1970-01-02 to 2017-12-01

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				
Semi-Skilled Manual Workers Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 25,000 - \$29,999	4	1		1													
	3																
	2	281	254	27	7	6	1	12	12		103	93	10				
	1	459	406	53	14	11	3	25	19	6	169	154	15				
	Total	741	660	81	21	17	4	37	31	6	272	247	25				
Other Sales and Service Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1														
	3	1	1		1	1											
	2																
	1	1	1								1	1					
	Total	3	3		1	1					2	2					
Other Manual Workers Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 30,000 - \$34,999	4	1	1														
	3	1	1														
	2	10	9	1				1	1		3	3					
	1	2	2								1	1					
	Total	14	13	1				1	1		5	5					
	Total Number of Employees	1194	914	280	30	20	10	52	42	10	419	331	88				



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / National
 Reporting Period 1970-01-02 to 2017-12-01

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					
Administrative and Senior Clerical Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4																	
	3																	
	2																	
	1		1		1								1				1	
	Total		1		1								1				1	
	Clerical Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 25,000 - \$29,999	4		1			1											
		3		1			1							1				1
		2		2			2							1				1
		1		3		2	2							1			1	
		Total		7		2	5							3			1	2
Semi-Skilled Manual Workers Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 25,000 - \$29,999		4		1			1											
		3																
		2		8			8										3	3
		1		20		19	1						2	2		5		5
		Total		29		28	1						2	2		8	8	8
	Total Number of Employees		37		30	7						2	2		12	9	3	

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Ontario
 Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities							
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13					
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1															
	3	1	1															
	2	5	3	2									1	1				
	1	11	9	2							2	2						
	Total	18	14	4					2	2			1	1				
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	2	2															
	3	2	1	1														
	2	14	10	4							1	1		3	2			1
	1	12	7	5										4	1			3
	Total	30	20	10					1	1			7	3				4
Professionals Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 60,000 - \$64,999	4	2	2															
	3	1	1															
	2	2	2											2	2			
	1	3	1	2										1				1
	Total	8	6	2									2	2				1
Supervisors Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	1	1															
	3	1		1														
	2																	
	1	6	2	4										3	2			1
	Total	8	3	5									3	2				1

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Ontario
 Reporting Period 1970-01-02 to 2017-12-01

005204

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors: Crafts and Trades Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 50,000 - \$54,999	4	4	3	1							2	2	
	3	9	9								3	3	
	2	9	6	3							3	2	1
	1	9	7	2	1		1				2	2	
	Total	31	25	6	1		1				10	9	1
Administrative and Senior Clerical Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 45,000 - \$49,999	4	1		1							1		1
	3												
	2												
	1	1	1	1									
	Total	2	1	1	1						1		1
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 55,000 - \$59,999	4	5	4	1									
	3	8	5	3									
	2	3	1	2									
	1	17	10	7				1	1		2	1	1
	Total	33	20	13				1	1		2	1	1
Clerical Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 25,000 - \$29,999	4	1		1									
	3	7	2	5	1					3	2	1	
	2	46	17	29						37	12	25	
	1	47	21	26	1		1	2	1	1	29	14	15
	Total	101	40	61	2		2	2	1	1	69	28	41

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Ontario
 Reporting Period 1970-01-02 to 2017-12-01

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
Semi-Skilled Manual Workers Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 25,000 - \$29,999	4	33	29	4	1	1	1	1	1	1	18	16	2
	3	98	85	13	3	2	1	3	3	55	51	4	
	2	166	148	18	3	2	1	11	8	81	71	10	
	1	90	73	17	3	3	1	7	5	36	32	4	
	Total	387	335	52	10	8	2	22	17	5	190	170	20
Other Sales and Service Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1								1	1	
	3	1	1		1	1							
	2												
	1	1	1								1	1	
	Total	3	3	3	1	1	1	1	1	2	2	2	2
Other Manual Workers Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 30,000 - \$34,999	4	1	1								1	1	
	3	2	2								1	1	
	2	1	1								1	1	
	1	1	1								1	1	
	Total	5	5	5	14	9	5	28	22	6	291	221	70
Total Number of Employees	626	472	154	14	9	5	28	22	6	291	221	70	



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / Ontario
 Reporting Period 1970-01-02 to 2017-12-01

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				
Administrative and Senior Clerical Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4																
	3																
	2																
	1																
	Total	1	1	1	1									1	1		1
Clerical Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 30,000 - \$34,999	4																
	3																
	2																
	1																
	Total	4	3	2	2	1	1	2	1	1	2	1	1	3	2	1	2
Semi-Skilled Manual Workers Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 25,000 - \$29,999	4																
	3																
	2																
	1																
	Total	12	6	5	1	1	1	1	1	1	3	1	1	6	3	1	6
	Total Number of Employees	17	13	4							1	1		10	7		3



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Québec
 Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities						
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
Senior Managers Top Range: \$100,000 and over Bottom Range: \$ 95,000 - \$99,999	4	1	1														
	3																
	2																
	1		2	2													
	Total		3	3													
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	2	1	1									1	1			
	3	3	2	1													
	2	1	1														
	1	1	1	1									1				1
	Total		7	4	3									2	1		
Professionals Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 50,000 - \$54,999	4	1	1														
	3																
	2																
	1	1	1	1													
	Total		2	2													
Supervisors Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 55,000 - \$59,999	4	1		1									1				1
	3																
	2																
	1	1		1													
	Total		2	2										1			

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Québec
 Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Supervisors: Crafts and Trades Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 45,000 - \$49,999	4	2	2											
	3	5	5											
	2	4	4					1	1		2	2		
	1	4	4											
	Total	15	15	5	2	2		1	1	1	2	2		
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	2	1	1										
	3	2	1	1										
	2	3	2	1										
	1	4	2	2										
	Total	11	6	5										
Clerical Personnel Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 25,000 - \$29,999	4	1	1											
	3	1		1										
	2	11	6	5	1	1					2	2		
	1	38	13	25	1	1				1	8	5		3
	Total	51	20	31	2	2		1	1	1	10	7		3
Semi-Skilled Manual Workers Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 25,000 - \$29,999	4	9	9											
	3	32	30	2				1	1		4	4		
	2	44	43	1				2	2		12	12		
	1	24	23	1				1	1		5	5		
	Total	109	105	4	2	2		4	4	4	22	22		



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Québec
 Reporting Period 1970-01-02 to 2017-12-01

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	
Other Manual Workers Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1											
	3													
	2													
	1	2	2											
	Total	3	3	45	4	4	6	5	1	37	32	5		
Total Number of Employees		203	158	45	4	4	6	5	1	37	32	5		



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / Québec
 Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 25,000 - \$29,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Semi-Skilled Manual Workers Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 25,000 - \$29,999	4	2	2	2							1	1	
	3	2	2	2									
	2	1	1	1									
	1	1	1	1									
	Total	6	6	6							1	1	
Total Number of Employees		7	6	6	1						1	1	

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Nova Scotia
 Reporting Period 1970-01-02 to 2017-12-01

005211

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors: Crafts and Trades Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 65,000 - \$69,999	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										
Skilled Sales and Service Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 70,000 - \$74,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Clerical Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 30,000 - \$34,999	4	1		1									
	3												
	2												
	1	3	1	2									
	Total	4	1	3									
Semi-Skilled Manual Workers Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 25,000 - \$29,999	4	6	6					1	1				
	3	2	2										
	2	6	4	2									
	1	2	2										
	Total	16	14	2					1	1			



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Nova Scotia
 Reporting Period 1970-01-02 to 2017-12-01

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
Total Number of Employees		23	18	5				1	1				

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / New Brunswick
 Reporting Period 1970-01-02 to 2017-12-01

005213

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	
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4													
	3													
	2													
	1		1	1										
	Total		1	1	1									
Supervisors Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 65,000 - \$69,999	4													
	3													
	2													
	1		1	1	1									
	Total		1	1	1									
Supervisors: Crafts and Trades Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4													
	3													
	2													
	1		1	1										
	Total		1	1	1									
Skilled Sales and Service Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 55,000 - \$59,999	4		1	1										
	3													
	2		1	1	1									
	1		1	1	1									
	Total		3	3	2									



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / New Brunswick
 Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Clerical Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 30,000 - \$34,999	4	1	1											
	3	1		1										
	2	1	1											
	1	15	3	12	2		2	1		1	1		1	
	Total	18	5	13	2		2	1		1	1		1	
Semi-Skilled Manual Workers Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 30,000 - \$34,999	4	2	2											
	3													
	2													
	1	1	1											
	Total	3	3							1	1			
Total Number of Employees		27	11	16	2		2	1		1		1		

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Manitoba
 Reporting Period 1970-01-02 to 2017-12-01

005215

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	
Middle and Other Managers Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 95,000 - \$99,999	4													
	3													
	2													
	1		1	1										
	Total		1	1	1									
Supervisors: Crafts and Trades Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4		1	1										
	3													
	2													
	1		1		1									
	Total		2	1	1									
Skilled Sales and Service Personnel Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 80,000 - \$84,999	4													
	3													
	2													
	1		1		1									
	Total		1		1									
Clerical Personnel Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 30,000 - \$34,999	4		1	1									1	1
	3		1	1										
	2													
	1		1		1								1	1
	Total		3	2	1								2	1



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Manitoba
 Reporting Period 1970-01-02 to 2017-12-01

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				
Semi-Skilled Manual Workers Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 30,000 - \$34,999	4	4	4														
	3	7	7		2		2										
	2	2	2														
	1	10	10					1		1			3		3		
	Total	23	23		2	2		2	1	1			3	3	3		
Total Number of Employees		30	27	3	2	2	2	1	1			5	4	1			



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / British Columbia
 Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4													
	3													
	2													
	1		1	1										
	Total		1	1										
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4		1	1								1	1	
	3		1		1									
	2													
	1		1	1										
	Total		3	2	1							1	1	
Supervisors: Crafts and Trades Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 55,000 - \$59,999	4		2		2							1		1
	3		2		2									
	2		4	4								3	3	
	1		1	1										
	Total		9	5	4							4	3	
Skilled Sales and Service Personnel Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 60,000 - \$64,999	4		1		1									
	3		1		1									
	2		1	1								1	1	
	1		1		1									
	Total		4	1	3							1	1	

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / British Columbia
 Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities						
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13					
Clerical Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 30,000 - \$34,999	4	1	1															
	3	3	2	1									1	1				
	2	14	10	4				3	3				12	9			3	
	1	5	1	4									2	1			1	1
	Total	23	14	9				3	3				15	11			4	4
Semi-Skilled Manual Workers Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 35,000 - \$39,999	4	5	5															
	3	32	31	1	1	1	1	1	1				8	8				8
	2	29	28	1				2	2				13	13				13
	1	23	21	2	1	1	1	2	1	1			13	13				13
	Total	89	85	4	2	2	2	5	4	1			34	34				34
Other Manual Workers Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1															
	3																	
	2																	
	1	1	1										1	1				1
	Total	2	2										1	1				1
Total Number of Employees	131	110	21	2	2	2	8	7	1	56	51	5						



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / British Columbia
 Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities		Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 30,000 - \$34,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Semi-Skilled Manual Workers Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1										
	3												
	2												
	1	6		6				1		1			
	Total	7	7				1	1	1				
Total Number of Employees		8	7	1			1	1	1				



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Saskatchewan
 Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors: Crafts and Trades Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1		1	1									
	Total	1	1	1									
Semi-Skilled Manual Workers Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1	1									
	3	2	2	2									
	2												
	1	1	1	1									
	Total	4	4	4									
Total Number of Employees		5	5	5									

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Alberta
 Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Senior Managers Top Range: \$100,000 and over Bottom Range: \$ 85,000 - \$89,999	4	1	1											
	3													
	2													
	1	1		1										
	Total	2	1	1	1									
Middle and Other Managers Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 80,000 - \$84,999	4	1	1											
	3													
	2	1	1											
	1	1		1										
	Total	3	2	1										
Professionals Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4													
	3													
	2													
	1	1		1										
	Total	1		1										
Supervisors: Crafts and Trades Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 50,000 - \$54,999	4	4	3	1										
	3	3	2	1										
	2	1	1											
	1	1	1											
	Total	9	7	2										

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Alberta
 Reporting Period 1970-01-02 to 2017-12-01

005222

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	
Skilled Sales and Service Personnel Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 80,000 - \$84,999	4	2	2									1	1	
	3													
	2													
	1	1	1											
	Total	3	3									1	1	
Clerical Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 35,000 - \$39,999	4	3		3										
	3	3	1	2	1		1							
	2	7	3	4							3	2	1	
	1	2		2					1		1			
	Total	15	4	11	1		1	1		1	3	2	1	
Semi-Skilled Manual Workers Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 35,000 - \$39,999	4	1		1										
	3													
	2	26	24	2	1	1		1	1		3	3		
	1	73	57	16	3	1	2	3	3		20	15	5	
	Total	100	81	19	4	2	2	4	4	4	23	18	5	
Other Manual Workers Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1					1	1					
	3													
	2													
	1	3	2	1							1	1		
	Total	4	3	1				1	1		1	1		



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Alberta
 Reporting Period 1970-01-02 to 2017-12-01

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
Total Number of Employees		137	101	36	5	2	3	6	5	1	29	23	6

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / Alberta
 Reporting Period 1970-01-02 to 2017-12-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4												
	3												
	2												
	1		1		1								
	Total		1		1								
Semi-Skilled Manual Workers Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 35,000 - \$39,999	4		2		2							1	
	3		1		1								
	2												
	1		1		1								
	Total		4		4							1	
Total Number of Employees		5		4			1				1		1



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Newfoundland and Labrador
Reporting Period 1970-01-02 to 2017-12-01

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
Middle and Other Managers Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 85,000 - \$89,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Supervisors: Crafts and Trades Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4												
	3												
	2												
	1	1	1				1	1					
	Total	1	1					1	1				
Semi-Skilled Manual Workers Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 35,000 - \$39,999	4	2	2		1	1							
	3												
	2	1	1										
	1	7	7										
	Total	10	10		1	1							
Total Number of Employees		12	12		1	1		1	1				



Iron Mountain Canada Operations ULC (certificate # 060929)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 1970-01-02 to 2017-12-01

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
\$ 25,000 - \$29,999	36	28	8	3	3		2	2		11	8	3
\$ 30,000 - \$34,999	121	87	34	3	2	1	7	4	3	48	38	10
\$ 35,000 - \$37,499	97	68	29	3		3	5	4	1	36	28	8
\$ 37,500 - \$39,999	100	77	23	4	3	1	4	3	1	24	20	4
\$ 40,000 - \$44,999	281	228	53	6	5	1	16	11	5	136	107	29
\$ 45,000 - \$49,999	209	172	37	4	3	1	10	10		88	71	17
\$ 50,000 - \$59,999	149	118	31	7	4	3	4	4		43	36	7
\$ 60,000 - \$69,999	64	42	22				1	1		11	8	3
\$ 70,000 - \$84,999	49	33	16							13	8	5
\$ 85,000 - \$99,999	33	20	13				1	1		4	3	1
\$100,000 and over	55	41	14				2	2		5	4	1
Total Number of Employees	1194	914	280	30	20	10	52	42	10	419	331	88



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / National
 Reporting Period 1970-01-02 to 2017-12-01

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
\$ 25,000 - \$29,999	6	5	1									
\$ 30,000 - \$34,999	10	7	3				1	1		5	4	1
\$ 35,000 - \$39,999	10	10					1	1		3	3	
\$ 40,000 - \$49,999	9	7	2							3	2	1
\$ 50,000 and over	2	1	1							1		1
Total Number of Employees	37	30	7				2	2		12	9	3



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Ontario
 Reporting Period 1970-01-02 to 2017-12-01

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
\$ 25,000 - \$29,999	16	12	4	1	1		1	1		7	5	2
\$ 30,000 - \$34,999	91	67	24	3	2	1	6	4	2	40	32	8
\$ 35,000 - \$37,499	41	32	9	1		1	2	2		23	18	5
\$ 37,500 - \$39,999	49	40	9	2	2		4	3	1	17	13	4
\$ 40,000 - \$44,999	148	117	31	2	2		7	4	3	92	67	25
\$ 45,000 - \$49,999	94	72	22	2	1	1	3	3		58	46	12
\$ 50,000 - \$59,999	68	52	16	3	1	2	2	2		31	25	6
\$ 60,000 - \$69,999	32	19	13							7	4	3
\$ 70,000 - \$84,999	29	20	9							10	7	3
\$ 85,000 - \$99,999	13	8	5				1	1		3	2	1
\$100,000 and over	45	33	12				2	2		3	2	1
Total Number of Employees	626	472	154	14	9	5	28	22	6	291	221	70



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / Ontario
 Reporting Period 1970-01-02 to 2017-12-01

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
\$ 25,000 - \$29,999	1	1										
\$ 30,000 - \$34,999	7	5	2				1	1		4	3	1
\$ 35,000 - \$39,999	5	5								3	3	
\$ 40,000 - \$49,999	3	2	1							2	1	1
\$ 50,000 and over	1		1							1		1
Total Number of Employees	17	13	4				1	1		10	7	3



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Québec
 Reporting Period 1970-01-02 to 2017-12-01

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
\$ 25,000 - \$29,999	18	14	4	2	2		1	1		4	3	1
\$ 30,000 - \$34,999	14	10	4							3	3	
\$ 35,000 - \$37,499	25	17	8				2	1	1	6	5	1
\$ 37,500 - \$39,999	31	24	7	1	1					5	5	
\$ 40,000 - \$44,999	43	37	6				2	2		9	8	1
\$ 45,000 - \$49,999	24	20	4	1	1					4	4	
\$ 50,000 - \$59,999	15	12	3							3	2	1
\$ 60,000 - \$69,999	12	9	3				1	1		1	1	
\$ 70,000 - \$84,999	6	5	1							1		1
\$ 85,000 - \$99,999	9	6	3									
\$100,000 and over	6	4	2							1	1	
Total Number of Employees	203	158	45	4	4		6	5	1	37	32	5



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / Québec
 Reporting Period 1970-01-02 to 2017-12-01

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
\$ 25,000 - \$29,999	5	4	1							1		
\$ 30,000 - \$34,999	2	2								1		
Total Number of Employees	7	6	1							1	1	

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Nova Scotia
 Reporting Period 1970-01-02 to 2017-12-01

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
\$ 25,000 - \$29,999	2	2										
\$ 30,000 - \$34,999	2	1	1									
\$ 35,000 - \$37,499	3	1	2									
\$ 37,500 - \$39,999	4	3	1									
\$ 40,000 - \$44,999	1	1										
\$ 45,000 - \$49,999	6	5	1				1	1				
\$ 50,000 - \$59,999	2	2										
\$ 60,000 - \$69,999	1	1										
\$ 70,000 - \$84,999	2	2										
Total Number of Employees	23	18	5				1	1				



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / New Brunswick
 Reporting Period 1970-01-02 to 2017-12-01

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	3	1	2				1		1			
\$ 35,000 - \$37,499	8	3	5	1		1				1		1
\$ 37,500 - \$39,999	5	2	3	1		1						
\$ 40,000 - \$44,999	3	1	2									
\$ 50,000 - \$59,999	4	1	3									
\$ 60,000 - \$69,999	3	2	1									
\$100,000 and over	1	1										
Total Number of Employees	27	11	16	2		2	1		1	1		1



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Manitoba
 Reporting Period 1970-01-02 to 2017-12-01

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	8	7	1							3	2	1
\$ 35,000 - \$37,499	5	5					1	1		1	1	
\$ 37,500 - \$39,999	1	1								1	1	
\$ 40,000 - \$44,999	6	6		1	1							
\$ 45,000 - \$49,999	5	5		1	1							
\$ 50,000 - \$59,999	1	1										
\$ 60,000 - \$69,999	2	1	1									
\$ 70,000 - \$84,999	1		1									
\$ 85,000 - \$99,999	1	1										
Total Number of Employees	30	27	3	2	2		1	1		5	4	1



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / British Columbia
 Reporting Period 1970-01-02 to 2017-12-01

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	3	1	2							2	1	1
\$ 35,000 - \$37,499	2	1	1							1	1	
\$ 37,500 - \$39,999	1		1									
\$ 40,000 - \$44,999	44	37	7	1	1		5	4	1	28	25	3
\$ 45,000 - \$49,999	42	41	1				3	3		14	14	
\$ 50,000 - \$59,999	23	22	1	1	1					5	5	
\$ 60,000 - \$69,999	7	4	3							3	3	
\$ 70,000 - \$84,999	4	2	2							2	1	1
\$ 85,000 - \$99,999	3		3									
\$100,000 and over	2	2								1	1	
Total Number of Employees	131	110	21	2	2		8	7	1	56	51	5



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / British Columbia
 Reporting Period 1970-01-02 to 2017-12-01

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	1		1									
\$ 35,000 - \$39,999	4	4					1	1				
\$ 40,000 - \$49,999	2	2										
\$ 50,000 and over	1	1										
Total Number of Employees	8	7	1				1	1				



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Saskatchewan
 Reporting Period 1970-01-02 to 2017-12-01

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
\$ 37,500 - \$39,999	1	1										
\$ 45,000 - \$49,999	2	2										
\$ 50,000 - \$59,999	1	1										
\$ 60,000 - \$69,999	1	1										
Total Number of Employees	5	5										



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Alberta
 Reporting Period 1970-01-02 to 2017-12-01

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
\$ 35,000 - \$37,499	9	5	4	1		1				4	3	1
\$ 37,500 - \$39,999	5	3	2							1	1	
\$ 40,000 - \$44,999	35	28	7	2	1	1	2	1	1	7	7	
\$ 45,000 - \$49,999	35	26	9				3	3	1	12	7	5
\$ 50,000 - \$59,999	33	25	8	2	1	1	1	1		4	4	
\$ 60,000 - \$69,999	6	5	1									
\$ 70,000 - \$84,999	7	4	3									
\$ 85,000 - \$99,999	6	4	2							1	1	
\$100,000 and over	1	1										
Total Number of Employees	137	101	36	5	2	3	6	5	1	29	23	6



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / Alberta
 Reporting Period 1970-01-02 to 2017-12-01

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
\$ 35,000 - \$39,999	1	1								1		
\$ 40,000 - \$49,999	4	3	1							1		
Total Number of Employees	5	4	1							1		1



Iron Mountain Canada Operations ULC (certificate # 060929)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Newfoundland and Labrador
Reporting Period 1970-01-02 to 2017-12-01

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
\$ 35,000 - \$37,499	4	4										
\$ 37,500 - \$39,999	3	3										
\$ 40,000 - \$44,999	1	1										
\$ 45,000 - \$49,999	1	1										
\$ 50,000 - \$59,999	2	2		1	1		1	1				
\$ 85,000 - \$99,999	1	1										
Total Number of Employees	12	12		1	1		1	1				



Iron Mountain Canada Operations ULC (certificate # 060929)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 1970-01-02 to 2017-12-01

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	24	19	5				2	2		1	1	
Middle and Other Managers	50	34	16				1	1		10	5	5
Professionals	11	8	3							3	2	1
Supervisors	12	3	9							4	2	2
Supervisors: Crafts and Trades	80	66	14	1		1	2	2		18	16	2
Administrative and Senior Clerical Personnel	2	1	1							1		1
Skilled Sales and Service Personnel	64	36	28	1		1	1	1		4	3	1
Clerical Personnel	234	93	141	7	2	5	8	4	4	109	54	55
Semi-Skilled Manual Workers	790	708	82	22	18	4	39	32	7	291	266	25
Other Sales and Service Personnel	3	3		1	1					2	2	
Other Manual Workers	15	14	1				1	1		5	5	
Total Number of Employees Hired	1285	985	300	32	21	11	54	43	11	448	356	92



**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

Part-Time / National

Reporting Period 1970-01-02 to 2017-12-01

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
Administrative and Senior Clerical Personnel	1		1							1		1
Clerical Personnel	8	2	6							4	1	3
Semi-Skilled Manual Workers	39	38	1				2	2		13	13	
Total Number of Employees Hired	48	40	8				2	2		18	14	4

**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

Full-Time / Ontario

Reporting Period 1970-01-02 to 2017-12-01

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	18	14	4				2	2		1	1	
Middle and Other Managers	31	20	11				1	1		7	3	4
Professionals	8	6	2							3	2	1
Supervisors	9	3	6							3	2	1
Supervisors: Crafts and Trades	32	26	6	1			1			10	9	1
Administrative and Senior Clerical Personnel	2	1	1							1		1
Skilled Sales and Service Personnel	39	23	16	1			1	1		2	1	1
Clerical Personnel	108	44	64	2			2	1	1	73	32	41
Semi-Skilled Manual Workers	411	358	53	11	9	2	23	17	6	203	183	20
Other Sales and Service Personnel	3	3		1	1					2	2	
Other Manual Workers	5	5								3	3	
Total Number of Employees Hired	666	503	163	16	10	6	29	22	7	308	238	70



**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / Ontario
Reporting Period 1970-01-02 to 2017-12-01**

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
Administrative and Senior Clerical Personnel	1		1							1		1
Clerical Personnel	4	2	2							3	1	2
Semi-Skilled Manual Workers	17	16	1				1	1		10	10	
Total Number of Employees Hired	22	18	4				1	1		14	11	3

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Québec
Reporting Period 1970-01-02 to 2017-12-01

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	3	3										
Middle and Other Managers	10	7	3							2	1	1
Professionals	2	2										
Supervisors	2		2							1		1
Supervisors: Crafts and Trades	18	17	1				1	1		2	2	
Skilled Sales and Service Personnel	12	6	6									
Clerical Personnel	55	21	34	2	2		1		1	11	7	4
Semi-Skilled Manual Workers	116	112	4	2	2		4	4		22	22	
Other Manual Workers	3	3										
Total Number of Employees Hired	221	171	50	4	4		6	5	1	38	32	6



**Iron Mountain Canada Operations ULC (certificate # 060929)
 FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Part-Time / Québec
 Reporting Period 1970-01-02 to 2017-12-01**

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
Clerical Personnel	1		1									
Semi-Skilled Manual Workers	9	9								2	2	
Total Number of Employees Hired	10	9	1							2	2	



**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

Full-Time / Nova Scotia
Reporting Period 1970-01-02 to 2017-12-01

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
Supervisors: Crafts and Trades	2	2										
Skilled Sales and Service Personnel	1	1										
Clerical Personnel	4	1	3									
Semi-Skilled Manual Workers	17	15	2				1	1				
Total Number of Employees Hired	24	19	5				1	1				



**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

Full-Time / New Brunswick

Reporting Period 1970-01-02 to 2017-12-01

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
Middle and Other Managers	1	1										
Supervisors	1		1									
Supervisors: Crafts and Trades	1	1										
Skilled Sales and Service Personnel	4	2	2									
Clerical Personnel	18	5	13	2		2	1		1	1		1
Semi-Skilled Manual Workers	4	4										
Total Number of Employees Hired	29	13	16	2		2	1		1	1		1



**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

Full-Time / Manitoba

Reporting Period 1970-01-02 to 2017-12-01

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
Middle and Other Managers	1	1										
Supervisors: Crafts and Trades	3	2	1									
Skilled Sales and Service Personnel	1		1									
Clerical Personnel	5	2	3							3	1	2
Semi-Skilled Manual Workers	26	26		2	2		2	2		4	4	
Total Number of Employees Hired	36	31	5	2	2	2	2	2	2	7	5	2



**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / British Columbia
Reporting Period 1970-01-02 to 2017-12-01**

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	2	1							1	1	
Supervisors: Crafts and Trades	13	9	4							5	4	1
Skilled Sales and Service Personnel	4	1	3							1	1	
Clerical Personnel	29	16	13				3	3		18	12	6
Semi-Skilled Manual Workers	93	89	4	2	2		5	4	1	36	36	
Other Manual Workers	2	2								1	1	
Total Number of Employees Hired	145	120	25	2	2		8	7	1	62	55	7



**Iron Mountain Canada Operations ULC (certificate # 060929)
 FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Part-Time / British Columbia
 Reporting Period 1970-01-02 to 2017-12-01**

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
Clerical Personnel	2		2							1		1
Semi-Skilled Manual Workers	7	7					1	1				
Total Number of Employees Hired	9	7	2				1	1		1		1

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Saskatchewan
Reporting Period 1970-01-02 to 2017-12-01

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
Supervisors: Crafts and Trades	1	1										
Semi-Skilled Manual Workers	4	4										
Total Number of Employees Hired	5	5										

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Full-Time / Alberta
Reporting Period 1970-01-02 to 2017-12-01

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	2	1	1									
Middle and Other Managers	3	2	1									
Professionals	1		1									
Supervisors: Crafts and Trades	9	7	2							1	1	
Skilled Sales and Service Personnel	3	3								1	1	
Clerical Personnel	15	4	11	1		1	1		1	3	2	1
Semi-Skilled Manual Workers	108	89	19	4	2	2	4	4		26	21	5
Other Manual Workers	5	4	1				1	1		1	1	
Total Number of Employees Hired	146	110	36	5	2	3	6	5	1	32	26	6



**Iron Mountain Canada Operations ULC (certificate # 060929)
 FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Part-Time / Alberta
 Reporting Period 1970-01-02 to 2017-12-01**

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
Clerical Personnel	1		1									
Semi-Skilled Manual Workers	6	6								1		1
Total Number of Employees Hired	7	6	1							1		1

Iron Mountain Canada Operations ULC (certificate # 060929)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Newfoundland and Labrador

Reporting Period 1970-01-02 to 2017-12-01

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
Middle and Other Managers	1	1										
Supervisors: Crafts and Trades	1	1					1	1				
Semi-Skilled Manual Workers	11	11		1	1							
Total Number of Employees Hired	13	13		1	1		1	1				

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 1970-01-02 to 2017-12-01

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	3	1	2									
Middle and Other Managers	1	1										
Professionals	3	2	1									
Supervisors	1		1							1		1
Supervisors: Crafts and Trades	4	3	1									
Skilled Sales and Service Personnel	3	2	1									
Clerical Personnel	2		2							1		1
Semi-Skilled Manual Workers	12	11	1				1	1		4	3	1
Total Number of Employees Promoted	29	20	9				1	1		6	3	3
Total Number of Promotions	29	20	9				1	1		6	3	3

**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**

**Part-Time / National
Reporting Period 1970-01-02 to 2017-12-01**

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	
Administrative and Senior Clerical Personnel	1			1								1	
Semi-Skilled Manual Workers	1		1									1	
Total Number of Employees Promoted	2	1	1	1								2	1
Total Number of Promotions	2	1	1	1								1	1

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
 Full-Time / Ontario

Reporting Period 1970-01-02 to 2017-12-01

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

**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**

**Part-Time / Ontario
Reporting Period 1970-01-02 to 2017-12-01**

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			
Administrative and Senior Clerical Personnel	1			1									1		
Semi-Skilled Manual Workers	1		1										1		
Total Number of Employees Promoted	2	1	1	1									2	1	1
Total Number of Promotions	2	1	1	1									2	1	1

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
 Full-Time / Québec

Reporting Period 1970-01-02 to 2017-12-01

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
Professionals	1	1										
Supervisors: Crafts and Trades	1	1										
Semi-Skilled Manual Workers	2	2										
Total Number of Employees Promoted	4	4										
Total Number of Promotions	4	4										



**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**

**Full-Time / New Brunswick
Reporting Period 1970-01-02 to 2017-12-01**

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			
Skilled Sales and Service Personnel	1	1													
Semi-Skilled Manual Workers	1														
Total Number of Employees Promoted	2	2													
Total Number of Promotions	2	2													



**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**

**Full-Time / Manitoba
Reporting Period 1970-01-02 to 2017-12-01**

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



**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / British Columbia
Reporting Period 1970-01-02 to 2017-12-01**

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
Supervisors: Crafts and Trades	1	1										
Skilled Sales and Service Personnel	1		1									
Semi-Skilled Manual Workers	3		3							2		2
Total Number of Employees Promoted	5	4	4							2		2
Total Number of Promotions	5	4	4							2		2

**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**

**Full-Time / Saskatchewan
Reporting Period 1970-01-02 to 2017-12-01**

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



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Alberta
Reporting Period 1970-01-02 to 2017-12-01

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
Middle and Other Managers	1	1										
Supervisors: Crafts and Trades	1	1										
Skilled Sales and Service Personnel	1	1										
Clerical Personnel	1		1									
Semi-Skilled Manual Workers	3	3					1	1		1	1	
Total Number of Employees Promoted	7	6	1				1	1		1	1	
Total Number of Promotions	7	6	1				1	1		1	1	



Iron Mountain Canada Operations ULC (certificate # 060929)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 1970-01-02 to 2017-12-01

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
Middle and Other Managers	4	3	1									
Supervisors	1		1									
Supervisors: Crafts and Trades	9	8	1							1	1	
Skilled Sales and Service Personnel	8	4	4	1		1						
Clerical Personnel	19	7	12							9	5	4
Semi-Skilled Manual Workers	49	48	1	1	1		2	1	1	19	19	
Other Manual Workers	1	1										
Total Number of Employees Terminated	91	71	20	2	1	1	2	1	1	29	25	4



**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National
Reporting Period 1970-01-02 to 2017-12-01**

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
Clerical Personnel	1		1							1		1
Semi-Skilled Manual Workers	10	10								5	5	
Total Number of Employees Terminated	11	10	1							6	5	1



**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

Full-Time / Ontario
Reporting Period 1970-01-02 to 2017-12-01

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
Middle and Other Managers	1		1									
Supervisors	1		1									
Supervisors: Crafts and Trades	1	1										
Skilled Sales and Service Personnel	6	3	3	1		1						
Clerical Personnel	7	4	3							4	4	
Semi-Skilled Manual Workers	24	23	1	1	1		1		1	13	13	
Total Number of Employees Terminated	40	31	9	2	1	1	1	1	1	17	17	



**Iron Mountain Canada Operations ULC (certificate # 060929)
 FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Part-Time / Ontario
 Reporting Period 1970-01-02 to 2017-12-01**

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



**Iron Mountain Canada Operations ULC (certificate # 060929)
 FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Full-Time / Québec
 Reporting Period 1970-01-02 to 2017-12-01**

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
Middle and Other Managers	3	3										
Supervisors: Crafts and Trades	3	2	1									
Skilled Sales and Service Personnel	1		1									
Clerical Personnel	4	1	3							1		1
Semi-Skilled Manual Workers	7	7										
Total Number of Employees Terminated	18	13	5							1		1



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Part-Time / Québec
 Reporting Period 1970-01-02 to 2017-12-01

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



**Iron Mountain Canada Operations ULC (certificate # 060929)
 FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Full-Time / Nova Scotia
 Reporting Period 1970-01-02 to 2017-12-01**

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

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / New Brunswick
Reporting Period 1970-01-02 to 2017-12-01

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
Skilled Sales and Service Personnel	1	1										
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Terminated	2	2										



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Full-Time / Manitoba
 Reporting Period 1970-01-02 to 2017-12-01

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
Supervisors: Crafts and Trades	1	1										
Clerical Personnel	2		2							1		1
Semi-Skilled Manual Workers	3	3					1	1		1	1	
Total Number of Employees Terminated	6	4	2				1	1		2	1	1



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Full-Time / British Columbia
 Reporting Period 1970-01-02 to 2017-12-01

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
Supervisors: Crafts and Trades	4	4								1	1	
Clerical Personnel	6	2	4							3	1	2
Semi-Skilled Manual Workers	4	4								2	2	
Total Number of Employees Terminated	14	10	4							6	4	2



Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Part-Time / British Columbia
 Reporting Period 1970-01-02 to 2017-12-01

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
Clerical Personnel	1									1		
Total Number of Employees Terminated	1			1						1		



**Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

Full-Time / Alberta
Reporting Period 1970-01-02 to 2017-12-01

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

Iron Mountain Canada Operations ULC (certificate # 060929)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Part-Time / Alberta

Reporting Period 1970-01-02 to 2017-12-01

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



Iron Mountain Canada Operations ULC (certificate # 060929)

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Newfoundland and Labrador
Reporting Period 1970-01-02 to 2017-12-01**

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



Workplace Equity Information Management System - Iron Mountain Canada Operations ULC

Workforce Analysis - Summary Report

Date: 2016-03-03

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	17	2	11.8 %	27.4 %	5	-3
02 : Middle and Other Managers	42	16	38.1 %	38.9 %	16	0
03 : Professionals	4	2	50.0 %	39.1 %	2	0
05 : Supervisors	10	7	70.0 %	53.3 %	5	2
06 : Supervisors: Crafts and Trades	63	11	17.5 %	11.8 %	7	4
07 : Administrative and Senior Clerical Personnel	1	1	100.0 %	80.1 %	1	0
08 : Skilled Sales and Service Personnel	36	19	52.8 %	28.1 %	10	9
10 : Clerical Personnel	199	124	62.3 %	65.9 %	131	-7
12 : Semi-Skilled Manual Workers	585	59	10.1 %	18.8 %	110	-51
13 : Other Sales and Service Personnel	3	0	0.0 %	55.5 %	2	-2
14 : Other Manual Workers	8	0	0.0 %	28.2 %	2	-2
Total	968	241	24.9 %	30.1 %	291	-50

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2016-03-03

Employment Equity Occupational Group	Aboriginal Peoples				Gap #
	All Employees #	Representation #	Availability %	Gap #	
01 : Senior Managers	17	0	0.0 %	0	0
02 : Middle and Other Managers	42	0	0.0 %	1	-1
03 : Professionals	4	0	0.0 %	0	0
05 : Supervisors	10	0	0.0 %	0	0
06 : Supervisors: Crafts and Trades	63	1	1.6 %	2	-1
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	0	0
08 : Skilled Sales and Service Personnel	36	1	2.8 %	0	1
10 : Clerical Personnel	199	5	2.5 %	3	2
12 : Semi-Skilled Manual Workers	585	15	2.6 %	12	3
13 : Other Sales and Service Personnel	3	1	33.3 %	0	1
14 : Other Manual Workers	8	0	0.0 %	0	0
Total	968	23	2.4 %	18	5

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2016-03-03

Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Availability	Gap
	#	%	Representation #	%		
01 : Senior Managers	17	5.9 %	1	10.1 %	2	-1
02 : Middle and Other Managers	42	21.4 %	9	15.0 %	6	3
03 : Professionals	4	25.0 %	1	29.2 %	1	0
05 : Supervisors	10	30.0 %	3	36.0 %	4	-1
06 : Supervisors: Crafts and Trades	63	25.4 %	16	10.6 %	7	9
07 : Administrative and Senior Clerical Personnel	1	0.0 %	0	37.3 %	0	0
08 : Skilled Sales and Service Personnel	36	5.6 %	2	16.0 %	6	-4
10 : Clerical Personnel	199	41.7 %	83	32.7 %	65	18
12 : Semi-Skilled Manual Workers	585	33.2 %	194	38.8 %	227	-33
13 : Other Sales and Service Personnel	3	66.7 %	2	52.7 %	2	0
14 : Other Manual Workers	8	25.0 %	2	36.9 %	3	-1
Total	968	313	32.4 %	33.3 %	323	-10

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2016-03-03

Persons with Disabilities

Employment Equity Occupational Group	All Employees		Representation		Persons with Disabilities		Availability		Gap	
	#	%	#	%	#	%	#	%	#	%
01/02 : Managers	59	1.7 %	1	1.7 %	3	4.3 %			-2	
03 : Professionals	4	0.0 %	0	0.0 %	0	3.8 %			0	
05 : Supervisors	10	0.0 %	0	0.0 %	1	13.9 %			-1	
06 : Supervisors: Crafts and Trades	63	1.6 %	1	1.6 %	5	7.8 %			-4	
07 : Administrative and Senior Clerical Personnel	1	0.0 %	0	0.0 %	0	3.4 %			0	
08 : Skilled Sales and Service Personnel	36	0.0 %	0	0.0 %	1	3.5 %			-1	
10 : Clerical Personnel	199	3.0 %	6	3.0 %	14	7.0 %			-8	
12 : Semi-Skilled Manual Workers	585	5.1 %	30	5.1 %	28	4.8 %			2	
13 : Other Sales and Service Personnel	3	0.0 %	0	0.0 %	0	6.3 %			0	
14 : Other Manual Workers	8	0.0 %	0	0.0 %	0	5.3 %			0	
Total	968		38	3.9 %	52	5.5 %			-14	

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2016-03-03

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
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2016-03-03

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National



Workplace Equity Information Management System - Iron Mountain Canada Operations ULC

Workforce Analysis - Summary Report

Date: 2017-11-30

Women

Employment Equity Occupational Group	Women					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	24	5	20.8 %	27.4 %	7	-2
02 : Middle and Other Managers	46	15	32.6 %	38.9 %	18	-3
03 : Professionals	11	3	27.3 %	39.5 %	4	-1
05 : Supervisors	11	8	72.7 %	53.3 %	6	2
06 : Supervisors: Crafts and Trades	72	13	18.1 %	11.7 %	8	5
07 : Administrative and Senior Clerical Personnel	3	2	66.7 %	79.1 %	2	0
08 : Skilled Sales and Service Personnel	56	24	42.9 %	28.0 %	16	8
10 : Clerical Personnel	223	134	60.1 %	66.0 %	147	-13
12 : Semi-Skilled Manual Workers	774	82	10.6 %	18.7 %	145	-63
13 : Other Sales and Service Personnel	3	0	0.0 %	55.5 %	2	-2
14 : Other Manual Workers	14	1	7.1 %	25.7 %	4	-3
Total	1237	287	23.2 %	29.0 %	359	-72

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-11-30

Aboriginal Peoples

Employment Equity Occupational Group	All Employees		Aboriginal Peoples			
	#	Representation %	Availability %	Availability #	Gap #	
01 : Senior Managers	24	0.0 %	2.9 %	1	-1	
02 : Middle and Other Managers	46	0.0 %	2.2 %	1	-1	
03 : Professionals	11	0.0 %	1.4 %	0	0	
05 : Supervisors	11	0.0 %	0.9 %	0	0	
06 : Supervisors: Crafts and Trades	72	1.4 %	3.2 %	2	-1	
07 : Administrative and Senior Clerical Personnel	3	0.0 %	1.6 %	0	0	
08 : Skilled Sales and Service Personnel	56	0.0 %	1.2 %	1	-1	
10 : Clerical Personnel	223	3.1 %	1.5 %	3	4	
12 : Semi-Skilled Manual Workers	774	2.7 %	2.1 %	16	5	
13 : Other Sales and Service Personnel	3	33.3 %	0.8 %	0	1	
14 : Other Manual Workers	14	0.0 %	2.0 %	0	0	
Total	1237	30	2.4 %	24	6	

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-11-30

Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Availability	Gap
	#	%	Representation #	%		
01 : Senior Managers	24	4.2 %	1	4.2 %	2	-1
02 : Middle and Other Managers	46	21.7 %	10	21.7 %	7	3
03 : Professionals	11	27.3 %	3	27.3 %	3	0
05 : Supervisors	11	36.4 %	4	36.4 %	4	0
06 : Supervisors: Crafts and Trades	72	23.6 %	17	23.6 %	7	10
07 : Administrative and Senior Clerical Personnel	3	66.7 %	2	66.7 %	1	1
08 : Skilled Sales and Service Personnel	56	7.1 %	4	7.1 %	9	-5
10 : Clerical Personnel	223	46.6 %	104	46.6 %	73	31
12 : Semi-Skilled Manual Workers	774	36.3 %	281	36.3 %	298	-17
13 : Other Sales and Service Personnel	3	66.7 %	2	66.7 %	2	0
14 : Other Manual Workers	14	35.7 %	5	35.7 %	5	0
Total	1237	35.0 %	433	33.3 %	411	22

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-11-30

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation	Persons with Disabilities		Availability	Gap
	#	#	%	%	#	#
01/02 : Managers	70	3	4.3 %	4.3 %	3	0
03 : Professionals	11	0	0.0 %	3.8 %	0	0
05 : Supervisors	11	0	0.0 %	13.9 %	2	-2
06 : Supervisors: Crafts and Trades	72	2	2.8 %	7.8 %	6	-4
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	56	1	1.8 %	3.5 %	2	-1
10 : Clerical Personnel	223	8	3.6 %	7.0 %	16	-8
12 : Semi-Skilled Manual Workers	774	39	5.0 %	4.8 %	37	2
13 : Other Sales and Service Personnel	3	0	0.0 %	6.3 %	0	0
14 : Other Manual Workers	14	1	7.1 %	5.3 %	1	0
Total	1237	54	4.3 %	5.4 %	67	-13

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-11-30

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
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2017-11-30

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
Iron Mountain Canada
2017 November 30

Data from Previous Workforce Analysis
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↓ ↓ ↓

Date of Previous Workforce Analysis		
YYYY	MM	DD
2015	12	15

Data from Current Workforce Analysis

↓ ↓ ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	11	30

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	17	2	27.4
02	Middle & Other Managers	42	16	38.9
03	Professionals	4	2	39.1
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	10	7	53.3
06	Supervisors: Crafts & Trades	63	11	11.8
07	Administrative & Senior Clerical Personnel	1	1	80.1
08	Skilled Sales & Service Personnel	36	19	28.1
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	199	124	65.9
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	585	59	18.8
13	Other Sales & Service Personnel	3	0	55.5
14	Other Manual Workers	8	0	28.2
Total		968	241	30.1

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
		24	5	27.4
		46	15	38.9
		11	3	39.5
		0	0	0.0
		11	8	53.3
		71	13	11.7
		3	2	79.1
		56	24	28.0
		0	0	0.0
		222	134	66.0
		0	0	0.0
		770	82	18.7
		3	0	55.5
		14	1	25.7
Total		1,231	287	29.0

* Source:
2011 National Household Survey

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Table	
Part 1: Workforce Analysis	
Iron Mountain Canada	
2017 November 30	

Data from Previous Workforce Analysis

↓	↓	↓
Date of Previous Workforce Analysis	MM	DD
YYYY	12	15
2015		

Data from Current Workforce Analysis

↓	↓	↓
Date of Current Workforce Analysis	MM	DD
YYYY	11	30
2017		

**Table 2: Aboriginal Peoples
Previous Workforce Analysis**

	All Employees	Aboriginal Peoples		Availability*
		Representation	#	
	#	#	%	
01 Senior Managers	17	0	2.9	
02 Middle & Other Managers	42	0	2.2	
03 Professionals	4	0	1.5	
04 Semi-Professionals & Technicians	0	0	0.0	
05 Supervisors	10	0	0.9	
06 Supervisors: Crafts & Trades	63	1	3.0	
07 Administrative & Senior Clerical Personnel	1	0	0.8	
08 Skilled Sales & Service Personnel	36	1	1.1	
09 Skilled Crafts & Trades Workers	0	0	0.0	
10 Clerical Personnel	199	5	1.5	
11 Intermediate Sales & Service Personnel	0	0	0.0	
12 Semi-Skilled Manual Workers	585	15	2.0	
13 Other Sales & Service Personnel	3	1	0.8	
14 Other Manual Workers	8	0	0.8	
Total	968	23	1.9	

**Table 6: Aboriginal Peoples
Current Workforce Analysis**

	All Employees	Aboriginal Peoples		Availability*
		Representation	#	
	#	#	%	
	24	0	2.9	
	46	0	2.2	
	11	0	1.4	
	0	0	0.0	
	11	0	0.9	
	71	1	3.2	
	3	0	1.6	
	56	0	1.2	
	0	0	0.0	
	222	7	1.5	
	0	0	0.0	
	770	21	2.1	
	3	1	0.8	
	14	0	2.0	
	1,231	30	2.0	

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
Iron Mountain Canada
2017 November 30

Data from Previous Workforce Analysis

Date of Previous Workforce Analysis		
YYYY	MM	DD
2015	12	15

Data from Current Workforce Analysis

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	11	30

Table 3: Members of Visible Minorities

	Previous Workforce Analysis		
	All Employees	Members of Visible Minorities Representation	Availability*
	#	#	%
01 Senior Managers	17	1	10.1
02 Middle & Other Managers	42	9	15.0
03 Professionals	4	1	29.2
04 Semi-Professionals & Technicians	0	0	0.0
05 Supervisors	10	3	36.0
06 Supervisors: Crafts & Trades	63	16	10.6
07 Administrative & Senior Clerical Personnel	1	0	37.3
08 Skilled Sales & Service Personnel	36	2	16.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	199	83	32.7
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	585	194	38.8
13 Other Sales & Service Personnel	3	2	52.7
14 Other Manual Workers	8	2	36.9
Total	968	313	33.3

Table 7: Members of Visible Minorities

	Current Workforce Analysis		
	All Employees	Members of Visible Minorities Representation	Availability*
	#	#	%
24	1	10.1	
46	10	15.0	
11	3	29.4	
0	0	0.0	
11	4	36.9	
71	17	10.4	
3	2	28.9	
56	4	16.5	
0	0	0.0	
222	103	32.6	
0	0	0.0	
770	280	38.5	
3	2	52.7	
14	5	37.6	
1,231	431	33.3	

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Iron Mountain Canada

2017 November 30

Start Date of Flow Data			
YYYY	MM	DD	
2017	11	30	

End Date of Flow Data			
YYYY	MM	DD	
2017	11	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 Hired				Table 5: Women Promoted				Table 9: Women Terminated			
	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
01 Senior Managers	24	5	0	0	3	2	0	0	0	1	0	0
02 Middle & Other Managers	50	16	0	0	0	0	0	0	1	1	0	0
03 Professionals	11	3	0	0	2	1	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	12	9	0	0	1	1	0	0	1	1	0	0
06 Supervisors: Crafts & Trades	80	14	0	0	1	1	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	1	1	1	0	0	1	1	0	0	0	0
08 Skilled Sales & Service Personnel	64	28	0	0	0	0	0	0	6	3	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	234	141	8	6	0	0	0	0	7	3	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	1	1	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	790	82	39	1	0	0	1	0	24	1	5	0
13 Other Sales & Service Personnel	3	0	0	0	1	1	0	0	0	0	0	0
14 Other Manual Workers	15	1	0	0	0	0	0	0	0	0	0	0
Total	1,285	300	48	8	9	7	2	1	40	9	5	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Iron Mountain Canada

2017 November 30

Start Date of Flow Data			
YYYY	MM	DD	
2017	11	30	

End Date of Flow Data			
YYYY	MM	DD	
2017	11	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 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
01 Senior Managers	24	0	0	0	3	0	0	0	0	0	0	0
02 Middle & Other Managers	50	0	0	0	0	0	0	0	1	0	0	0
03 Professionals	11	0	0	0	2	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	12	0	0	0	1	0	0	0	1	0	0	0
06 Supervisors: Crafts & Trades	80	1	0	0	1	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	1	0	0	0	1	0	0	0	0	0
08 Skilled Sales & Service Personnel	64	1	0	0	0	0	0	0	6	1	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	234	7	8	0	0	0	0	0	7	0	0	0
11 Intermediate Sales & Service Personnel	0	22	0	0	1	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	790	0	39	0	0	0	1	0	24	1	5	0
13 Other Sales & Service Personnel	3	1	0	0	1	0	0	0	0	0	0	0
14 Other Manual Workers	15	0	0	0	0	0	0	0	0	0	0	0
Total	1,285	32	48	0	9	0	2	0	40	2	5	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Iron Mountain Canada

2017 November 30

005298

Start Date of Flow Data			
YYYY	MM	DD	
2017	11	30	

End Date of Flow Data			
YYYY	MM	DD	
2017	11	30	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Persons with Disabilities	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	#	#
01 Senior Managers	24	2	0	0	0	0
02 Middle & Other Managers	50	1	0	0	0	0
03 Professionals	11	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0
05 Supervisors	12	0	0	0	0	0
06 Supervisors: Crafts & Trades	80	2	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	1	0	0	0
08 Skilled Sales & Service Personnel	64	1	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0
10 Clerical Personnel	234	8	8	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	790	39	39	2	2	0
13 Other Sales & Service Personnel	3	0	0	0	0	0
14 Other Manual Workers	15	1	0	0	0	0
Total	1,285	54	48	2	2	0

Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Persons with Disabilities	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	#	#
01 Senior Managers	3	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0
03 Professionals	2	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0
05 Supervisors	1	0	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	1	0	0	0
13 Other Sales & Service Personnel	1	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0
Total	9	0	2	0	0	0

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Persons with Disabilities	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated	#	#
01 Senior Managers	0	0	0	0	0	0
02 Middle & Other Managers	1	0	0	0	0	0
03 Professionals	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0
05 Supervisors	1	0	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	6	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0
10 Clerical Personnel	7	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	24	1	5	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0
Total	40	1	5	0	0	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Iron Mountain Canada

2017 November 30

Start Date of Flow Data			
YYYY	MM	DD	
2017	11	30	

End Date of Flow Data			
YYYY	MM	DD	
2017	11	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		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	24	1	0	0	3	0	0	0	0	0	0	0
02 Middle & Other Managers	50	10	0	0	0	0	0	1	0	0	0	0
03 Professionals	11	3	0	0	2	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	12	4	0	0	1	1	0	1	0	0	0	0
06 Supervisors: Crafts & Trades	80	18	0	0	1	0	0	1	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	1	1	1	0	0	1	0	0	0	0	0
08 Skilled Sales & Service Personnel	64	4	0	0	0	0	0	6	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	234	109	8	4	0	0	0	7	4	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	1	1	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	790	291	39	13	0	0	1	24	13	5	4	4
13 Other Sales & Service Personnel	3	2	0	0	1	1	0	0	0	0	0	0
14 Other Manual Workers	15	5	0	0	0	0	0	0	0	0	0	0
Total	1,285	448	48	18	9	3	2	40	17	5	4	4

Federal Contractors Program Achievement Table
Part 3: Goals
Iron Mountain Canada
2017 November 30

Data from Previous Goals

↓ ↓ ↓ ↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015		2015	

Data from Current Goals

↓ ↓ ↓ ↓

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017		2017	

Table 1: Women

	Women			
	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	50.0	1	50.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	50.0	0	50.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	10.0	0	10.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Table 5: Women

	Women			
	Short-term Goals		Long-term Goals	
	#	%	#	%
	0	67.0	0	67.0
	0	50.0	0	50.0
	0	100.0	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	0.0
	0	0.0	0	0.0
	0	50.0	0	50.0
	0	0.0	0	0.0
	0	20.0	0	20.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0

Federal Contractors Program Achievement Table
Part 3: Goals
Iron Mountain Canada
2017 November 30

Data from Previous Goals

↓ ↓ ↓ ↓

Data from Current Goals

↓ ↓ ↓ ↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	0	2015	0

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	0	2017	0

Table 2: Aboriginal Peoples

	Aboriginal Peoples			
	Short-term Goals		Long-term Goals	
	#	%	#	%
Employment Equity Occupational Group (EEOG)				
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 & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Table 6: Aboriginal Peoples

	Aboriginal Peoples			
	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 & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Federal Contractors Program Achievement Table
Part 3: Goals
Iron Mountain Canada
2017 November 30

Data from Previous Goals

↓ ↓ ↓ ↓ ↓

Data from Current Goals

↓ ↓ ↓ ↓ ↓

Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	0	2015	0

Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	0	2017	0

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities			
	Persons with Disabilities		Persons with Disabilities	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
01/02 Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	50.0	0	50.0
06 Supervisors: Crafts & Trades	0	50.0	0	50.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	30.0	0	30.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Employment Equity Occupational Group (EEOG)	Table 7: Persons with Disabilities			
	Persons with Disabilities		Persons with Disabilities	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
01/02 Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	50.0	0	50.0
06 Supervisors: Crafts & Trades	0	50.0	0	50.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	30.0	0	30.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Federal Contractors Program Achievement Table
Part 3: Goals
Iron Mountain Canada
2017 November 30

Data from Previous Goals

↓ ↓ ↓ ↓ ↓

Data from Current Goals

↓ ↓ ↓ ↓ ↓

Duration of Previous Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYY	YYYY	YYYY
2015	0	2015	0

Duration of Current Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYY	YYYY	YYYY
2017	0	2017	0

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

	Members of Visible Minorities		Members of Visible Minorities	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
Employment Equity Occupational Group (EEOG)				
01 Senior Managers	0	10.0	0	10.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	15.0	0	15.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	40.0	0	40.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

	Members of Visible Minorities		Members of Visible Minorities	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
01 Senior Managers	0	100.0	0	100.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	40.0	0	40.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	50.0	0	50.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Federal Contractors Program Achievement Table
Part 4: Results - Women
Iron Mountain Canada
2017 November 30

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	Z
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 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	U + (DYcart) + 2) x 100			

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations						Turnover Rate %
		All				Women				All				Women		All		Women		All		Women		All		Women						
		#	%	Representation	Availability	#	%	Gap	EE Result	Employees	Actual	%	Expected	Difference	Employees	Actual	%	Expected	Difference	Employees	Actual	%	Expected	Difference	Employees	Actual	%	Expected	Difference			
01 Senior Managers	2015	17	11.8	27.4	5	-3	42.9	24	5	20.8	7	-2	3	2	66.7	0	2	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0		
	2017	24	20.8	27.4	7	-2	76.0	24	5	20.8	7	-2	3	2	66.7	0	2	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0		
02 Middle & Other Managers	2015	42	38.1	38.9	16	0	97.9	50	16	32.0	19	-3	0	0	0.0	0	0	0	1	1	100.0	0	1	0	1	2.3	0	0	0	0.0		
	2017	46	32.6	38.9	18	-3	83.8	50	16	32.0	19	-3	0	0	0.0	0	0	0	1	1	100.0	0	1	0	1	2.3	0	0	0	0.0		
03 Professionals	2015	4	50.0	39.1	2	0	127.9	11	3	27.3	4	-1	2	1	50.0	1	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0		
	2017	11	27.3	39.5	4	-1	69.0	11	3	27.3	4	-1	2	1	50.0	1	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	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	New Entrants				Short-term Goals				Long-term Goals				Comments
		All		Women		All		Women		All		Women		
		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	
01 Senior Managers	2017	27	7	25.9	0	0.0	50.0	51.9	1	700.0	50.0	51.9		
	2020	27	7	25.9	0	0.0	67.0	38.7	0	67.0	38.7			
02 Middle & Other Managers	2017	50	16	32.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	50	16	32.0	0	0.0	50.0	64.0	0	50.0	64.0			
03 Professionals	2017	13	4	30.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	13	4	30.8	0	0.0	100.0	30.8	0	0.0	100.0	30.8		

Federal Contractors Program Achievement Table
Part 4: Results - Women
Iron Mountain Canada
2017 November 30

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	Z
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 E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart) + 2) x 100		

Occupational Group (EOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Promotions						Terminations						Turnover Rate %	
		All Employees						Women						All Employees			Women			All Employees			Women			All Employees			Women										
		#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #													
04 Semi-Professionals & Technicians	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	
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	
05 Supervisors	2015	10	7	70.0	53.3	5	2	131.3	12	9	75.0	6	3	1	1	100.0	1	100.0	1	0	1	1	100.0	1	0	1	1	100.0	1	0	1	0	1	0	1	0	1	0	9.5
	2017	11	8	72.7	53.3	6	2	136.4	12	9	75.0	6	3	1	1	100.0	1	100.0	1	0	1	1	100.0	1	0	1	1	100.0	1	0	1	0	1	0	1	0	1	0	9.5
06 Supervisors, Crafts & Trades	2015	63	11	17.5	11.8	7	4	148.0	80	14	17.5	9	5	1	1	100.0	0	100.0	0	1	1	1	100.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	1.5
	2017	71	13	18.3	11.7	8	5	156.5	80	14	17.5	9	5	1	1	100.0	0	100.0	0	1	1	1	100.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	1.5	

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 Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	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 %	
04 Semi-Professionals & Technicians	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	13	76.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	13	76.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	2017	81	18.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	81	18.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 4: Results - Women
Iron Mountain Canada
2017 November 30

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	Z
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 E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart) + 2) x 100		

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis						Terminations						Turnover Rate %
		Workforce						Hires						Promotions												
		All Employees	Women	Representation %	Availability %	Gap #	EE Result %	All Employees	Women	Actual #	Expected #	Difference #	All Employees	Women	Actual #	Expected #	Difference #	All Employees	Women	Actual #	Expected #	Difference #				
07 Administrative & Senior Clerical	2015	1	100.0	80.1	1	0	124.8	3	2	66.7	2	0	1	100.0	1	0	0	0	0	0	0	0	0	0	0	0.0
	2017	3	66.7	79.1	2	0	84.3	3	2	66.7	2	0	1	100.0	1	0	0	0	0	0	0	0	0	0	0	0.0
08 Skilled Sales & Service Personnel	2015	36	52.8	28.1	10	9	187.8	64	28	43.8	18	10	0	0.0	0	0	0	0	6	3	50.0	3	0	0	13.0	
	2017	56	42.9	28.0	16	8	153.1	64	28	43.8	18	10	0	0.0	0	0	0	0	6	3	50.0	3	0	0	13.0	
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	
	2017	0	0.0	0.0	0	0	0.0	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	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 (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		Actual #	%	Goal #	Percent of Goal Met %	Actual #	%	Goal #	Percent of Goal Met %	Actual #	%	Goal #	Percent of Goal Met %	
07 Administrative & Senior Clerical	2017	4	75.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	4	75.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08 Skilled Sales & Service Personnel	2017	64	43.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	64	43.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09 Skilled Crafts & Trades Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 4: Results - Women
Iron Mountain Canada
2017 November 30

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	Z
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 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 E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart) + 2) x 100			

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Promotions						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women			All Employees			Women									
		#	%	Representation %	Availability %	Gap #	EE Result %	#	%	Actual #	%	Expected #	Difference #	#	%	Actual #	%	Expected #	Difference #	#	%	Actual #	%	Expected #	Difference #	#	%	Actual #	%	Expected #	Difference #							
10 Clerical Personnel	2015	199	62.3	65.9	131	-7	94.6	242	147	60.7	160	-13	0	0.0	0	0.0	0	0	7	3	42.9	4	-1									3.3						
	2017	222	60.4	66.0	147	-13	91.5	242	147	60.7	160	-13	0	0.0	0	0.0	0	0	7	3	42.9	4	-1								3.3							
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	1	0	0.0	0	0								0.0							
	2017	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0.0	0	0	1	0	0.0	0	0								0.0							
12 Semi-Skilled Manual Workers	2015	585	10.1	18.8	110	-51	53.6	829	83	10.0	135	-72	1	0.0	0	0.0	0	0	29	1	3.4	3	-2								4.3							
	2017	770	10.6	18.7	144	-62	56.9	829	83	10.0	135	-72	1	0.0	0	0.0	0	0	29	1	3.4	3	-2								4.3							

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	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Actual #	Goal %	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met		
10 Clerical Personnel	2017	242	60.7	147	60.7	0	0.0	50.0	121.5	0	0.0	50.0	121.5	
	2020	242	60.7	147	60.7	0	0.0	50.0	121.5	0	0.0	50.0	121.5	
11 Intermediate Sales & Service Personnel	2017	1	100.0	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	1	100.0	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2017	830	10.0	83	10.0	0	0.0	10.0	100.0	0	0.0	10.0	100.0	
	2020	830	10.0	83	10.0	0	0.0	20.0	50.0	0	0.0	20.0	50.0	

Federal Contractors Program Achievement Table
Part 4: Results - Women
Iron Mountain Canada
2017 November 30

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	Z
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 E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart) + 2) x 100	

Occupational Group (EOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	#	Actual #	%	Expected #	Difference #	All Employees #	Actual #	%	Expected #	Difference #	All Employees #	Actual #	%	Expected #	Difference #	All Employees #	Actual #	%	Expected #	Difference #						
13 Other Sales & Service Personnel	2015	3	0	0.0	55.5	2	-2	0.0			3	0	0.0	2	-2	1	1	100.0	0	1	0	0	0	0.0	0	0	0.0					
	2017	3	0	0.0	55.5	2	-2	0.0			3	0	0.0	2	-2	1	1	100.0	0	1	0	0	0	0.0	0	0	0.0					
14 Other Manual Workers	2015	8	0	0.0	28.2	2	-2	0.0			15	1	6.7	4	-3	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0					
	2017	14	1	7.1	25.7	4	-3	27.8			15	1	6.7	4	-3	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0					
Total	2015	968	241	24.9	30.1	291	-50	82.7			1,333	308	23.1	387	-79	11	8	72.7	3	5	45	9	20.0	11	-2	4.1						
2017	1,231	287	23.3	29.0	357	-70	80.4			1,333	308	23.1	387	-79	11	8	72.7	3	5	45	9	20.0	11	-2	4.1							

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 (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	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	2017	4	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	4	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2017	15	6.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	15	6.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2017	1,344	23.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
2020	1,344	23.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Iron Mountain Canada

2017 November 30

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	Z
Data sources	Part 1: Workforce Analysis	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 E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart + 2) x 100	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Peoples						Aboriginal Peoples						All Peoples						Aboriginal Peoples					
		Employees	Representation %	Availability %	Gap #	EE Result %	Turnover Rate %	Employees	Actual #	Expected #	Difference #	Employees	Actual #	Expected #	Difference #	Employees	Actual #	Expected #	Difference #	Employees	Actual #	Expected #	Difference #	Turnover Rate %	
01 Senior Managers	2015	17	0	0.0	2.9	0	0	0.0	0	0.0	24	0	0.0	1	-1	3	0	0.0	0	0	0	0	0	0.0	0
	2017	24	0	0.0	2.9	1	-1	0.0	0	0.0	24	0	0.0	1	-1	3	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	2015	42	0	0.0	2.2	1	-1	0.0	0	0.0	50	0	0.0	1	-1	0	0	0.0	0	0	1	0	0	0	2.3
	2017	46	0	0.0	2.2	1	-1	0.0	0	0.0	50	0	0.0	1	-1	0	0	0.0	0	0	1	0	0	0	2.3
03 Professionals	2015	4	0	0.0	1.5	0	0	0.0	0	0.0	11	0	0.0	0	0	2	0	0.0	0	0	0	0	0	0	0.0
	2017	11	0	0.0	1.4	0	0	0.0	0	0.0	11	0	0.0	0	0	2	0	0.0	0	0	0	0	0	0	0.0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Peoples		Aboriginal Peoples		All Peoples		Aboriginal Peoples		All Peoples		Aboriginal Peoples		
		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 %	
01 Senior Managers	2017	27	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	27	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
02 Middle & Other Managers	2017	50	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	50	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
03 Professionals	2017	13	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	13	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Iron Mountain Canada
2017 November 30

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	Z
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 E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart) + 2) x 100	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis						Terminations						Turnover Rate %			
		Workforce						Hires						Promotions															
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected %	Difference #	All Employees	Actual #	Expected %	Difference #	All Employees	Actual #	Expected %	Difference #											
04 Semi-Professionals & Technicians	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	
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	0	0.0	
05 Supervisors	2015	10	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	1	0	0.0	0	0	0	0.0	0	9.5
	2017	11	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	1	0	0.0	0	0	0	0.0	0	9.5
06 Supervisors, Crafts & Trades	2015	63	1	1.6	3.0	3.2	2	-1	52.9	80	1	1.3	3	-2	1	0	0.0	0	0	1	0	0.0	0	0	0	0.0	0	0.0	1.5
	2017	71	1	1.4	3.2	2	-1	44.0	80	1	1.3	3	-2	1	0	0.0	0	0	0	1	0	0.0	0	0	0	0.0	0	0.0	1.5

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 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 %	
04 Semi-Professionals & Technicians	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	13	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	13	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	2017	81	1.2	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	81	1.2	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Iron Mountain Canada
2017 November 30

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	Z
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 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 E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart) + 2) x 100			

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #	Turnover Rate %			
07 Administrative & Senior Clerical	2015	1	0.0	0.8	0	0.0	3	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0.0
07 Administrative & Senior Clerical	2017	3	0.0	1.6	0	0.0	0	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 Personnel	2015	36	1	1.1	0	252.5	64	1	1.6	1	0	0	0.0	0	0	0	0	0.0	0	0	6	1	16.7	0	13.0
08 Skilled Sales & Service Personnel	2017	56	0	0.0	1.2	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
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0	0	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	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 (EOG)	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 %	
07 Administrative & Senior Clerical	2017	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
07 Administrative & Senior Clerical	2020	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08 Skilled Sales & Service Personnel	2017	64	1.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08 Skilled Sales & Service Personnel	2020	64	1.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09 Skilled Crafts & Trades Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09 Skilled Crafts & Trades Workers	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Iron Mountain Canada
2017 November 30

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	Z
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 E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart) + 2) x 100	

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	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	Turnover Rate %		
13 Other Sales & Service Personnel	2015	3	33.3	0.8	0	1	4,166.7	3	1	33.3	0	1	0	0.0	0	0	0	0	0	0	0	0	0	0.0	
	2017	3	33.3	0.8	0	1	4,166.7	3	1	33.3	0	1	0	0.0	0	0	0	0	0	0	0	0	0	0.0	
14 Other Manual Workers	2015	8	0.0	2.0	0	0	0.0	15	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	
	2017	14	0.0	2.0	0	0	0.0	15	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	
Total	2015	968	2.4	1.9	18	5	125.1	15	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	
	2017	1,231	2.4	2.0	25	5	121.9	1,333	32	2.4	27	5	11	0	0.0	0	0	0	0	45	2	4.4	1	4.1	

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 (EOG)	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	
13 Other Sales & Service Personnel	2017	4	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	4	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2017	15	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	15	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2017	1,344	2.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1,344	2.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Iron Mountain Canada

2017 November 30

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	Z
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	U ÷ ((DYear1 + DYear2) ÷ 2) x 100		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis										Turnover Rate			
		Workforce										Hires			Promotions			Terminations							
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference		Actual	Expected		Difference	Actual		Expected		Difference		
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	%	#	#	%	#	#	%			
01 & 02 Managers	2015	59	1	1.7	4.3	3	-2	39.4																	
	2017	70	3	4.3	4.3	3	0	99.7	74	3	4.1	3	0	3	0	0.0	0	0	1	0	0.0	0	0	1.6	
03 Professionals	2015	4	0	0.0	3.8	0	0	0.0																	
	2017	11	0	0.0	3.8	0	0	0.0	11	0	0.0	0	0	2	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	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 (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	#	%	#			
01 & 02 Managers	2017	77	3	3.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	77	3	3.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2017	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Iron Mountain Canada

2017 November 30

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Iron Mountain Canada
2017 November 30

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	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U + (DY \text{ part} 2) \div 2 \times 100$

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	Turnover Rate %		
07 Administrative & Senior Clerical	2015	1	0.0	3.4	0	0.0	3	0	0.0	0	1	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0.0	
08 Skilled Sales & Service Personnel	2015	36	0.0	3.5	1	0.0	64	1	51.0	0	0	0	0.0	0	0	0	0.0	0	0	6	0	0	0.0	13.0	
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	

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	$F + M \times 100$
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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		
		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	2017	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08 Skilled Sales & Service Personnel	2017	64	1.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09 Skilled Crafts & Trades Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Iron Mountain Canada

2017 November 30

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Iron Mountain Canada

2017 November 30

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Iron Mountain Canada

2017 November 30

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	Z
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	U ÷ ((DYear1 + DYear2) ÷ 2) x 100		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations					Turnover Rate	
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
		#	Representation	Availability		Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference		
#	#	%	%	#	#	%	#	%	#	#	%	#	#	#	%	#	%	#	#	%	#	#	%		
13 Other Sales & Service Personnel	2015	3	0	0.0	6.3	0	0	0.0																	
	2017	3	0	0.0	6.3	0	0	0.0	3	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0	0.0
14 Other Manual Workers	2015	8	0	0.0	5.3	0	0	0.0																	
	2017	14	1	7.1	5.3	1	0	134.8	15	1	6.7	1	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
Total	2015	968	38	3.9	5.5	53	-15	71.4																	
	2017	1,231	54	4.4	5.4	66	-12	81.2	1,333	56	4.2	72	-16	11	0	0.0	0	0	0	45	1	2.2	2	-1	4.1

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	%	%	#	%	%	%	#	%			
13 Other Sales & Service Personnel	2017	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
14 Other Manual Workers	2017	15	1	6.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	15	1	6.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
Total	2017	1,344	56	4.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1,344	56	4.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Iron Mountain Canada

2017 November 30

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
Iron Mountain Canada
2017 November 30

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	Z
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 E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart) + 2) x 100	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Visible Minorities Representation %	Visible Minorities Availability %	Gap #	EE Result %	All Employees	Visible Minorities Actual #	Visible Minorities Expected %	Difference #	All Employees	Visible Minorities Actual #	Visible Minorities Expected %	Difference #	All Employees	Visible Minorities Actual #	Visible Minorities Expected %	Difference #	All Employees	Visible Minorities Actual #	Visible Minorities Expected %	Difference #	Turnover Rate %		
01 Senior Managers	2015	17	5.9	10.1	2	58.2	24	1	4.2	2	-1	3	0	0.0	0	0	0	0	0	0	0	0	0	0.0	
	2017	24	4.2	10.1	2	41.3	24	1	4.2	2	-1	3	0	0.0	0	0	0	0	0	0	0	0	0	0.0	
02 Middle & Other Managers	2015	42	21.4	15.0	6	142.9	50	10	20.0	8	3	0	0	0.0	0	0	0	0	0	1	0	0	0	2.3	
	2017	46	21.7	15.0	7	144.9	50	10	20.0	8	3	0	0	0.0	0	0	0	0	0	1	0	0	0	2.3	
03 Professionals	2015	4	25.0	29.2	1	85.6	11	3	27.3	3	0	2	0	0.0	1	-1	0	0	0	0	0	0	0	0.0	
	2017	11	27.3	29.4	3	92.8	11	3	27.3	3	0	2	0	0.0	1	-1	0	0	0	0	0	0	0	0.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments		
		All Employees		Visible Minorities Actual		Visible Minorities Goal		Visible Minorities Percent of Goal Met		All Employees		Visible Minorities Goal			Visible Minorities Percent of Goal Met	
		#	%	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2017	27	3.7	1	0	10.0	37.0	0	0.0	10.0	37.0					
	2020	27	3.7	1	0	100.0	3.7	0	0.0	100.0	3.7					
02 Middle & Other Managers	2017	50	20.0	10	0	0.0	0.0	0	0.0	0.0	0.0					
	2020	50	20.0	10	0	0.0	0.0	0	0.0	0.0	0.0					
03 Professionals	2017	13	23.1	3	0	0.0	0.0	0	0.0	0.0	0.0					
	2020	13	23.1	3	0	0.0	0.0	0	0.0	0.0	0.0					

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
Iron Mountain Canada
2017 November 30

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	Z
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 E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart + DYcart2) x 100

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %
		Workforce						Hires						Promotions						Terminations						
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Visible Minorities %	Expected #	Difference #	All Employees	Actual #	Visible Minorities %	Expected #	Difference #	All Employees	Actual #	Visible Minorities %	Expected #	Difference #					
04 Semi-Professionals & Technicians	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
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
05 Supervisors	2015	10	30.0	36.0	4	-1	83.3	12	4	33.3	4	4	100.0	0	1	1	0	0	0	1	1	0	0	0	0	9.5
	2017	11	4	36.4	36.9	4	98.5	12	4	33.3	4	4	100.0	0	1	1	0	0	0	1	1	0	0	0	0	9.5
06 Supervisors, Crafts & Trades	2015	63	16	25.4	10.6	7	239.6	80	18	22.5	8	8	100.0	0	1	1	0	0	0	1	1	0	0	0	0	1.5
	2017	71	17	23.9	10.4	7	230.2	80	18	22.5	8	8	100.0	0	1	1	0	0	0	1	1	0	0	0	0	1.5

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 Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		
		#	%	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 %	
04 Semi-Professionals & Technicians	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	13	38.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	13	38.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	2017	81	22.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	81	22.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

Iron Mountain Canada

2017 November 30

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	Z
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	U = ((DYear1 + DYear2) ÷ 2) x 100		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations				Turnover Rate	
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability		Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%		
07 Administrative & Senior Clerical	2015	1	0	0.0	37.3	0	0	0.0																	
	2017	3	2	66.7	28.9	1	1	230.7	3	2	66.7	1	1	1	1	100.0	0	1	0	0	0.0	0	0	0	0.0
08 Skilled Sales & Service Personnel	2015	36	2	5.6	16.0	6	-4	34.7																	
	2017	56	4	7.1	16.5	9	-5	43.3	64	4	6.3	11	-7	0	0	0.0	0	0	6	0	0.0	0	0	0	13.0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	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	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 (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	#	%	#			
07 Administrative & Senior Clerical	2017	4	3	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	3	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2017	64	4	6.3	0	0.0	15.0	41.7	0	0.0	15.0	41.7		
	2020	64	4	6.3	0	0.0	40.0	15.6	0	0.0	40.0	15.6		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
Iron Mountain Canada
2017 November 30

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	Z
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 E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart + DYcart2) x 100	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations				Turnover Rate %
		Workforce						Hires						Promotions						Terminations										
		All Employees #	Representation %	Visible Minorities Availability %	Gap #	EE Result %	All Employees #	Actual #	Visible Minorities Expected %	Difference #	All Employees #	Actual #	Visible Minorities Expected %	Difference #	All Employees #	Actual #	Visible Minorities Expected %	Difference #	All Employees #	Actual #	Visible Minorities Expected %	Difference #								
13 Other Sales & Service Personnel	2015	3	66.7	52.7	2	126.5	3	2	66.7	2	0	1	100.0	1	0	0	0	0	0	0	0	0	0	0	0	0				
14 Other Manual Workers	2015	8	25.0	36.9	3	67.8	15	5	33.3	6	-1	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0					
Total	2015	968	31.3	32.3	33.3	32.2	15	5	33.3	6	-1	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0					
	2017	1,231	43.1	35.0	33.3	41.0	21	105.1	1,333	466	35.0	444	22	11	5	45.5	4	1	45	21	46.7	15	6	4.1						

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	New Entrants				Short-term Goals				Long-term Goals				Comments
		Hires and Promotions		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		
		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	2017	4	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2017	15	5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2017	1,344	471	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1,344	471	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Short-term Goal Setting Tool - Women

**Iron Mountain Canada
November 30 2017**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H + B	(H - J + L) + (B + D)

Employment Equity Occupational Group (EEOG)	All Employees Nov 30 2017	Growth		Terminations		Anticipated Hires Over 3 Years	WOMEN										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Terminations		Hires Required	3 Year Goals 2018-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
		#	%	#	%		#	#	%	#	%	%	#	#	%	%	
Senior Managers	24	0.0%	0	0.0%	0	0	5	0.0%	0	2	0	67.0%	27.4%	-2	-2	20.8%	20.8%
Middle & Other Managers	46	0.0%	0	2.0%	3	3	15	2.0%	1	4	2	50.0%	38.9%	-3	-2	32.6%	34.8%
Professionals	11	0.0%	0	0.0%	0	0	3	0.0%	0	1	0	100.0%	39.5%	-1	-1	27.3%	27.3%
Semi-Professionals & Technicians																#DIV/0!	#DIV/0!
Supervisors																#DIV/0!	#DIV/0!
Supervisors: Crafts & Trades																#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel																#DIV/0!	#DIV/0!
Skilled Sales & Service Personnel																#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers																#DIV/0!	#DIV/0!
Clerical Personnel	222	0.0%	0	3.0%	20	20	134	3.0%	12	25	10	50.0%	66.0%	-13	-15	60.4%	59.5%
Intermediate Sales & Service Personnel																#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers	770	0.0%	0	3.0%	69	69	82	3.0%	7	69	14	20.0%	18.7%	-62	-55	10.6%	11.6%
Other Sales & Service Personnel	3	0.0%	0	0.0%	0	0	0	0.0%	0	2	0	0.0%	55.5%	-2	-2	0.0%	0.0%
Other Manual Workers	14	0.0%	0	0.0%	0	0	1	0.0%	0	3	0	0.0%	25.7%	-3	-3	7.1%	7.1%

Short-term Goal Setting Tool - Aboriginal Peoples

**Iron Mountain Canada
November 30 2017**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from Workforce Analysis	Date entry	B x C x 3	Date entry	B x E x 3	D + F	Data entry from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from Workforce Analysis	Data entry from Workforce Analysis	(H - J + L) - ((B + D) x N)	H + B	(H - J + L) + (B + D)

Employment Equity Occupational Group (EEOG)	All Employees Nov 30 2017	Growth		Terminations		Anticipated Hires Over 3 Years	ABORIGINAL PEOPLES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Terminations		Hires Required	3 Year Goals 2015-2017		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		%	#	%	#			%	Over 3 Years		#	%					
Senior Managers	24	0.0%	0	0.0%	0	0	0	0.0%	0	1	0	0.0%	2.9%	-1	-1	0.0%	0.0%
Middle & Other Managers	46	0.0%	0	2.0%	3	3	0	2.0%	0	1	0	0.0%	2.2%	-1	-1	0.0%	0.0%
Professionals			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Semi-Professionals & Technicians			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Supervisors			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Supervisors: Crafts & Trades	71	0.0%	0	2.0%	4	4	1	2.0%	0	1	0	0.0%	3.2%	-1	-1	1.4%	1.4%
Administrative & Senior Clerical Personnel			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Skilled Sales & Service Personnel	56	0.0%	0	10.0%	17	17	0	10.0%	0	1	0	0.0%	1.2%	-1	-1	0.0%	0.0%
Skilled Crafts & Trades Workers			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Clerical Personnel			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Intermediate Sales & Service Personnel			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Other Manual Workers			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!

Short-term Goal Setting Tool - Women

**Iron Mountain Canada
November 30 2017**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H + B	(H - J + L) + (B + D)

Employment Equity Occupational Group (EEOG)	All Employees Nov 30 2017 #	Growth		Terminations		Anticipated Hires Over 3 Years #	WOMEN										
		Annually %	Over 3 Years #	Annually %	Over 3 Years #		Number #	Terminations		Hires Required #	3 Year Goals 2018-2020		Present Availability %	Present Gap #	Projected Gap #	Present Representation %	Projected Representation in 3 Years %
								Annually %	Over 3 Years #		#	%					
		#	%	#	%		#	%	#	%	%	#	#	%	%		
Senior Managers	24	0.0%	0	0.0%	0	0	5	0.0%	0	2	0	67.0%	27.4%	-2	-2	20.8%	20.8%
Middle & Other Managers	46	0.0%	0	2.0%	3	3	15	2.0%	1	4	2	50.0%	38.9%	-3	-2	32.6%	34.8%
Professionals	11	0.0%	0	0.0%	0	0	3	0.0%	0	1	0	100.0%	39.5%	-1	-1	27.3%	27.3%
Semi-Professionals & Technicians																#DIV/0!	#DIV/0!
Supervisors																#DIV/0!	#DIV/0!
Supervisors: Crafts & Trades																#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel																#DIV/0!	#DIV/0!
Skilled Sales & Service Personnel																#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers																#DIV/0!	#DIV/0!
Clerical Personnel	222	0.0%	0	3.0%	20	20	134	3.0%	12	25	10	50.0%	66.0%	-13	-15	60.4%	59.5%
Intermediate Sales & Service Personnel																#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers	770	0.0%	0	3.0%	69	69	82	3.0%	7	69	14	20.0%	18.7%	-62	-55	10.6%	11.6%
Other Sales & Service Personnel	3	0.0%	0	0.0%	0	0	0	0.0%	0	2	0	0.0%	55.5%	-2	-2	0.0%	0.0%
Other Manual Workers	14	0.0%	0	0.0%	0	0	1	0.0%	0	3	0	0.0%	25.7%	-3	-3	7.1%	7.1%

Short-term Goal Setting Tool - Aboriginal Peoples
Iron Mountain Canada
November 30 2017

Employment Equity Occupational Group (EEOG)	All Employees Nov 30 2017 #	Growth			Terminations			Anticipated Hires Over 3 Years			Number		Terminations			Hires Required		ABORIGINAL PEOPLES		Present Cap #	Projected Gap #	Present Representation %	Projected Representation in 3 Years %
		Annually %	Over 3 Years #	Annually %	Over 3 Years #	Over 3 Years #	Number #	Annually %	Over 3 Years #	Over 3 Years #	Present Availability %	Present Cap #	Present Availability %	Present Cap #	Present Availability %	Present Cap #	Present Availability %						
Senior Managers	21	0.0%	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	-1	0.0%	0.0%
Middle & Other Managers	46	0.0%	0	2.0%	3	3	0	0	0	0	0	2.0%	0	0	0	0	0	0	0	0	-1	0.0%	0.0%
Professionals	0	0.0%	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0.0%	0.0%
Semi-Professional & Technicians	0	0.0%	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0.0%	0.0%
Supervisors	71	0.0%	0	2.0%	4	4	0	0	0	0	0	2.0%	0	0	0	0	0	0	0	0	-1	1.4%	1.4%
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%
Administrative & Senior Clerical Personnel	56	0.0%	0	10.0%	17	17	0	0	0	0	0	10.0%	0	0	0	0	0	0	0	0	-1	0.0%	0.0%
Skilled Crafts & Trades 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%
Clerical Personnel	0	0.0%	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0.0%	0.0%
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	0	0	0	0.0%	0.0%
Semi-Skilled 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%
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	0	0	0	0.0%	0.0%
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%

Short-term Goal Setting Tool – Persons with Disabilities
Iron Mountain Canada
November 30 2017

A Employment Equity Occupational Group (EEOG)	B All Employees Nov 30 2017 #	Growth			Terminations			G Anticipated Hires Over 3 Years #	H Number		I Terminations		J Over 3 Years #	K Hires Required #	L PERSONS WITH DISABILITIES 3 Year Goals 2015-2017		M Data entry from Workforce Analysis	N Data entry from Workforce Analysis	O Data entry from Workforce Analysis	P $(H - J + I) - ((B + D) \times N)$	Q H + B	R $(H - J + I) + (B + D)$	
		C Annually %	D Over 3 Years #	E Annually %	F Over 3 Years #	H Annually %	I Over 3 Years #		J Annually %	K Over 3 Years #	M %	N %			O #	P #							Q %
Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Semi-Professional & Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	11	0	0	10.0%	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors Crafts & Trades	71	0	0	2.0%	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative & Senior Clerical Personnel	56	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts & Trades Workers	0	0	0	0.0%	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical Personnel & Service Personnel	222	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intermediate Status & Service Personnel	0	0	0	0.0%	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Semi-Skilled 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
Other Status & Service Personnel	0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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

Short-term Goal Setting Tool - Visible Minorities
Iron Mountain Canada
November 30 2017

A Employment Equity Occupational Group (EOG)	B All Employees from Nov 30 2017	Growth			Terminations			G Anticipated Hires Over 3 Years	H Number from Workforce Analysis	MEMBERS OF VISIBLE MINORITIES			M Data entry from Workforce Analysis	N Data entry from Workforce Analysis	O Data entry from Workforce Analysis	P (H - J + L) - ((B + D) x N)	Q H + B	R (H - J + L) + (B + D)
		C Date entry	D B x C x 3	E Date entry	F B x E x 3	%	Over 3 Years			%	Over 3 Years	%						
Senior Managers	21	0.00%	0	0.00%	0	0	0	1	0.00%	0	0	0	100.00%	10.11%	-1	-1	4.2%	4.2%
Middle & Other Managers	0	0.00%	0	0.00%	0	0	0	0	0.00%	0	0	0	0.00%	0.00%	0	0	0.00%	0.00%
Professionals	0	0.00%	0	0.00%	0	0	0	0	0.00%	0	0	0	0.00%	0.00%	0	0	0.00%	0.00%
Semi-Professional & Technicians	0	0.00%	0	0.00%	0	0	0	0	0.00%	0	0	0	0.00%	0.00%	0	0	0.00%	0.00%
Supervisors	0	0.00%	0	0.00%	0	0	0	0	0.00%	0	0	0	0.00%	0.00%	0	0	0.00%	0.00%
Supervisors Crafts & Trades	0	0.00%	0	0.00%	0	0	0	0	0.00%	0	0	0	0.00%	0.00%	0	0	0.00%	0.00%
Administrative & Senior Clerical Personnel	56	0.00%	0	10.00%	17	0	17	4	10.00%	1	6	7	40.00%	16.5%	-5	1	7.1%	17.9%
Skilled Crafts & Trades Workers	0	0.00%	0	0.00%	0	0	0	0	0.00%	0	0	0	0.00%	0.00%	0	0	0.00%	0.00%
Clerical Personnel	0	0.00%	0	0.00%	0	0	0	0	0.00%	0	0	0	0.00%	0.00%	0	0	0.00%	0.00%
Intermediate Skills & Service Personnel	0	0.00%	0	0.00%	0	0	0	0	0.00%	0	0	0	0.00%	0.00%	0	0	0.00%	0.00%
Semi-Skilled Manual Workers	770	0.00%	0	3.00%	69	0	69	280	3.00%	25	41	35	50.00%	38.5%	-16	-6	36.4%	37.7%
Other Skills & Service Personnel	0	0.00%	0	0.00%	0	0	0	0	0.00%	0	0	0	0.00%	0.00%	0	0	0.00%	0.00%
Other Manual Workers	0	0.00%	0	0.00%	0	0	0	0	0.00%	0	0	0	0.00%	0.00%	0	0	0.00%	0.00%

In May of 2016, Iron Mountain Incorporated announced the completion of its acquisition of Recall Holdings Limited, acquiring the entirety of Recall's global operations. In the course of implementing the acquisition, certain Canadian operations were divested in accordance with regulatory agreements, resulting in approximately 230 terminations, and 300 new hires.

In the fall of 2017, Iron Mountain Canada engaged employees to collect up-to-date workforce information reflective of the changing composition of the Canadian workforce, in compliance with the employer's obligations under the Federal Contractors Program. We are pleased to report that as of November 30, 2017, Iron Mountain Canada continues to enjoy over 80% participation in the voluntary employee self-identification survey, and further, that Iron Mountain Canada's representation of members of the four designated groups – women, Aboriginal Peoples, persons with disabilities and members of visible minorities, has remained strong or improved in a number of key areas:

Women

In keeping with the organization's goal to improve the representation of women at the most senior levels of the organization, Iron Mountain Canada's representation of women holding Senior Manager occupational group positions has increased from 2 to 5, an overall increase in representation from 11.8% to 20.8%. There continues to be work to do to improve the representation of women within the management complement of positions, as well as within professional and operational roles.

- Goal Iron Mountain Canada will endeavor to hire, at the next available opportunity, a female candidate within the Professional occupational group category, and will continue to seek opportunities to hire female candidates within Record Center and Driver operational occupations, with the goal of reducing the gap in representation to labour market availability within the Clerical Personnel and Semi-Skilled Manual Workers categories.

Visible Minorities

Iron Mountain Canada has made significant progress in the improvement of representation of employees self-identifying as members of the visible minority group, where the gap in representation within the Supervisor and Other Manual Worker categories has been eliminated, and the gap in representation within the Semi-Skilled Manual Workers category reduced over by over 50%, from -33 to -16. However, Iron Mountain Canada has not been successful in increasing the representation of employees self-identifying as visible minorities within the Senior Manager occupational group.

- Goal While there is no anticipated attrition or hiring within the management complement of positions at this time, Iron Mountain Canada will endeavor, at the next available opportunity, to hire or promote an individual representing the visible minority group to a Senior Management position within the organization. Iron Mountain Canada will continue to strive to improve the representation of employees self-identifying as members of visible minorities within its sales (Skilled Sales and Service Personnel) and operations (Semi-Skilled Manual Workers) complement of positions.

Persons with Disabilities

Iron Mountain Canada's representation of employees self-identifying as persons with disabilities holding Senior Manager and Manager occupational group positions has increased from 1 to 3, eliminating the gap in representation within this occupational group. As well, representation of employees self-identifying as persons with disabilities continues to be strong within the Semi-Skilled Manual Workers occupational group. While overall numbers of employees self-identifying as persons with disabilities has increased 42%, from 38 to 54, there continue to be opportunities to improve representation within the operational, sales, professional and supervisory levels of the organization. Iron Mountain Canada remains committed to the inclusion of people with disabilities program introduced internationally in 2013, and embedded in Iron Mountain Canada's AODA (CN) policy statement (2014) reaffirming the organization's commitment to respecting the dignity and independence of people with disabilities.

- Goal Where hiring opportunities exist, Iron Mountain Canada will endeavor to recruit, or promote, persons with disabilities to 50% of available vacancy levels within the Supervisor Skilled Crafts and Trades and Administrative and Senior Clerical Personnel occupational groups, and to 30% of available vacancies within the Clerical Personnel occupational group.

Aboriginal Peoples

Iron Mountain Canada continues to report strong representation of employees self-identifying as Aboriginal Peoples, exceeding availability measures for this designated group within all of Iron Mountain Canada's operational level of positions. While there are no specific hiring goals identified for Iron Mountain Canada at this time, the organization will continue to work with the Canadian leadership team to ensure that opportunities for employment and promotion at the Supervisor, Middle and Other Manager, and Senior Manager occupational group levels are communicated to employees in a manner inclusive to the Aboriginal Peoples community.

**Federal Contractors Program
Report of the Subsequent Compliance Assessment**

Employer Name: Iron Mountain Canada

Primary Location: Canadian Headquarter is located in Brampton, Ontario. The majority of employees are located in Toronto (532 employees), Vancouver (123 employees), Montreal (179 employees) and Calgary (106 employees).

Number of Employees: 1,231

Organization Overview:

Iron Mountain Canada is a global business dedicated to storing, protecting and managing information and assets. They provide storage, records management, data management and secure shredding services to consumers.

Key Dates – First Year Assessment

Initiated: October 17, 2014 (extension granted until March 31, 2015)
 Received: April 8, 2015
 Closed: March 9, 2016
 WFA: March 3, 2016

Key Dates – Subsequent Assessment

Initiated: 03/10/2017
 Received: 15/12/2017
 WFA: 30/11/2017

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

ASSESSMENT OF REASONABLE PROGRESS

- Use the tables below to indicate the extent to which each gap was met or not met.
- Delete any EEOGs that are not applicable to the employer's workforce or where no gaps were found for a particular designated group.
- In the Assessment/Observations section, please ensure to specify if the previous goals were set in numbers or percentages.
- Delete the examples provided in the table pertaining to women as well as these instructions

Women



1.	Senior Managers	Goal not met 52%
10.	Clerical Personnel	Goal met 95%
12.	Semi-Skilled Manual Workers	Goal met 100%

Assessment/Observations

- Of the three short term goals that were identified, one was not met
- In EEOG 01, there were 27 new entrants and only 7 were women. This represents 26% and availability is at 27.4%.
- In EEOG02, there were 50 new entrants and 16 were women. This represents 32% and availability is 38.9 %.
- In EEOG03, there were 13 new entrants and 4 were women. This represents 30.7% and availability is 39.5%.
- In EEOG 10, there were 242 new entrants and 149 were women. This represents 61.5% and availability is 66%.
- In EEOG 12, there were 830 new entrants and 83 were women. This represents 10% and availability is 18.7% .
- In EEOG13, there were 4 new entrants and one was a women. This represents 25% and availability is 55.5%.
- In EEOG14, there were 15 new entrants and one was a women. This represents 6.6% and availability is 25.7%.

Aboriginal Peoples

Assessment/Observations

- No short term goals were identified.
- In EEOG 01, there were 27 new entrants and none were aboriginal. This is acceptable given present availability of 2.9%.
- In EEOG 02, there were 50 new entrants and none were aboriginal. This is acceptable given the present availability of 2.2%.
- In EEOG 06, there were 81 new entrants and none were aboriginal. This is acceptable given the present availability of 3.3%.
- In EEOG 08, there were 64 new entrants and one was aboriginal. This is acceptable given the present availability of 1.2%.

Person with Disabilities

5.	Supervisors	Goal not met 0%
6.	Supervisors: Crafts & Trades	Goal not met 5%
10.	Clerical Personnel	Goal not met 11%

Assessment/Observations

- No short term goals were achieved.
- In EEOG 05, there were 13 new entrants and none were persons with disabilities. The present availability is at 13.9%.
- In EEOG 06, there were 81 new entrants and 2 were persons with disabilities. This represents 2.5%, but present availability is 7.8%.

- In EEOG 08, there were 64 new entrants and 1 was a person with disabilities. This represents 1.5% but present availability is 3.5%.
- In EEOG 10, there were 234 new entrants and were persons with disabilities. This represents 3.4%, but present availability is 7%.

Members of Visible Minorities

1.	Senior Managers	Goal not met 37%
8.	Skilled Sales & Service Personnel	Goal not met 42%
12.	Semi-Skilled Manual Workers	Goal met 92%

Assessment/Observations

- Of the three short term goals identified, two were not met.
- In EEOG 01, there were 27 new entrants and one was a visible minority. This represents 3.7 %, but present availability is 10%.
- In EEOG 08, there were 64 new entrants and 4 were visible minorities. This represents 6.2%, but present availability is 16.5%

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The second assessment was conducted approximately two years after the first assessment. This did not give employer sufficient time to achieve all short term goals.

ASSESSMENT OF SHORT-TERM GOALS

- For all new and outstanding gaps, a short-term goal was set and is at least equal to availability.
- For 18 out of 18 outstanding gaps, a short-term goal was not set and/or goals were not set at availability.

Women

Senior Managers: Goal is set at 67%, but current m

Middle & Other Managers: Goal is set at 50%, but current availability is at 38.9%

Professionals: Goal is set at 100%, but current availability is at 39.5%

Clerical Personnel: Goal is set at 50%, but current availability is at 66%

Semi-Skilled Manual Workers: Goal is set at 20%, but current availability is at 18.7%

Other Sales & Service Personnel: Goal is set at 0%, but current availability is at 55.5%

Other Manual Workers: Goal is set at 0%, but current availability is at 25.7%

Aboriginal People

Senior Managers: Goal is set at 0%, but current availability is at 2.9%

Middle & Other Managers: Goal is set at 0%, but current availability is at 2.2%

Supervisors: Crafts & Trades: Goal is set at 0%, but current availability is at 3.2%

Skilled Sales & Service Personnel is set at 0%, but current availability is at 1.2%

Persons with Disabilities

Supervisors: Goal is set at 50%, but current availability is at 13.9%

Supervisors: Crafts & trades: Goal is set at 50%, but current availability is at 7.8%

Skilled Sales and Service Personnel: Goal is set at 0%, but current availability is at 3.5%

Clerical Personnel: Goal is set at 30%, but availability is at 7%

Members of Visible Minorities

Senior Managers: Goal is set at 100%, but current availability is at 10.1%

Skilled Sales & Service Personnel is set at 40%, but current availability is at 16.5%

Semi-Skilled Manual Workers is set at 50%, but current availability is at 38.5%

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:

- The 18 identified gaps mentioned above should be set based on the availability.
- Organization has demonstrated progress for the following employment equity groups and occupational groups:
 - Women: Senior Managers, Clerical Personnel and Semi-Skilled Manual Workers
 - Persons with Disabilities: Supervisors: Crafts & Trades and Clerical Personnel
 - Members of Visible Minorities: Senior Managers, Skilled Sales & Service Personnel and Semi-Skilled Manual Workers
- I recommend employer continue achieving their short term goals within the next 3 years particularly where there are gaps and availability.

Name of Analyst: Eric Singh

Reviewed/Edited: Annick Léger

Date: 18/01/2018

From: Dobney, Alicia A
Sent: August 9, 2018 11:08 AM
To: 'daryl.westman@ironmountain.com' <daryl.westman@ironmountain.com>;
'Sonya.Ansari@ironmountain.com' <Sonya.Ansari@ironmountain.com>
Subject: Government of Canada Agreement Number: 060929 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Daryl Westman:

I am writing to inform you that the subsequent compliance assessment initiated on October 31, 2017 has been completed. As a result of the assessment, Iron Mountain Canada Operations ULC 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 Iron Mountain Canada Operations ULC's employment equity program.

- list the recommendations

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 October 31, 2020. 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, Iron Mountain Canada Operations ULC will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

The FCP does not prescribe measures to be undertaken. Each federal contractor is encouraged to implement employment equity in ways that are meaningful and relevant to their organization. Evidence of reasonable efforts could include:

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Iron Mountain Canada Operations ULC continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdc-rhdcc.gc.ca



Joignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!...
Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!