s.19(1)

s.24(1)

Emploi et Développement social Canada OFFICIAL USE ONLY
Agreement N°:

Labour Program Federal Contractors Program

### Agreement to Implement Employment Equity

| <ul><li>New Agreement</li><li>✓ Revised Agreement</li></ul>  |                             |   |   |                                |   |  |  |  |
|--|-----------------------------|---|---|--------------------------------|---|--|--|--|
|  | ORG                         | ANIZATION   |   |                                |   |  |  |  |
| Legal Name of Organization   |                             |   | Parent company i                        | s located outsid               | le Canada                                       |  |  |  |
| Iron Mountain Canada Operations  | ULC                         |   | Į .                                     | ∕ Yes                          | No  |  |  |  |
| Operating Name (if different from Legal Name of Orga   | nization)                   |   | Procurement Bu                          | siness Numbe                   |   |  |  |  |
| Iron Mountain, Incorporated  |                             |   |   |                                | ?G0001  |  |  |  |
|  |                             |   | Total number of e<br>(Full-Time/Part-Ti |                                |   |  |  |  |
| Organization's North American Ingustry Classification<br>493190  | System (NAICS) Cod          | de Nº   | To find your organ                      | nization's NAIC                | S Code Number please<br>bjects-sujets/standard- |  |  |  |
| Official use only (if information above is incorrect)  |                             |   |   | ••••                           |   |  |  |  |
| Procurement Business Number  |                             | f employees in Canad                                  | ia                                      | Organization'                  | s NAICS Code No                                 |  |  |  |
|  |                             |   |   |                                | 4   |  |  |  |
|  | HEA                         | ND OFFICE   |   |                                |   |  |  |  |
| Address (building number, street, suite, etc.)   |                             | City  |   | Province                       | Postal Code                                     |  |  |  |
| 195 Summerlea Road   |                             | Brampton  |   | ON                             | L6T 4P6   |  |  |  |
|  |                             | Telephone Number Fax Number 905-792-7099 905-792-2355 |   |                                |   |  |  |  |
|  |                             | 905-792-709   | 9                                       | 905-792                        | -2355   |  |  |  |
|  | EMPLOYMEN                   | T EQUITY CONT   | 'ACT                                    |                                |   |  |  |  |
| Name (print)   |                             | Title   | Domb                                    |                                |   |  |  |  |
| Sonya Ansari   |                             | E-mail Address  | usiness Part                            | ner canao                      | .a  |  |  |  |
| Telephone Number 647-328-2524  |                             |   | i@ironmounta                            | in.com                         |   |  |  |  |
|  | Appa                        | ZIPIA L TIALI   |   |                                |   |  |  |  |
| The above-named organization:  | CER                         | TIFICATION  |   |                                |   |  |  |  |
| <ul> <li>having a combined workforce of 100 or more<br/>12 weeks or more in Canada, AND</li> </ul>   |                             |   |   |                                |   |  |  |  |
| <ul> <li>intending to bid on, or being in receipt of, a f<br/>Supply Arrangement, valued at \$1,000,000 or</li> </ul>                                  | or more (including a        | applicable taxes).                                    |   |                                |   |  |  |  |
| Hereby certifies its commitment to implement or<br>instrument, in keeping with the Federal Contrac<br>please refer to: http://www.esdc.gc.ca/eng/labou | tors Program requi          | irements. For more                                    | going basis, bey<br>information on ho   | ond the period<br>w to impleme | d of the procurement<br>nt employment equity    |  |  |  |
| Important note: If an audit of the Agreement to the procurement instrument(s) with the Government  |                             |   | ers misrepresenta                       | ation on the pa                | art of the organization,                        |  |  |  |
|  | SIG                         | NATORY  |   |                                |   |  |  |  |
| NOTE: The signatory must be the Chief Execut contract on behalf of the organization.   | tive Officer <b>OR</b> an a | authorized person i                                   | n an executive po                       | sition with leg                | al authority to sign a                          |  |  |  |
| Name (print)   |                             | Title   |   |                                |   |  |  |  |
| Daryl Westman Telephone Number   |                             | Senior Vice<br>E-mail Address                         | President (                             | interim)                       |   |  |  |  |
| 9  |                             | daryl.westm   | an@ironmount                            | ain.com                        |   |  |  |  |
| S)   | Him.                        | Date<br>May 7,2014                                    |   |                                |   |  |  |  |
|  | TURN                        | INSTRUCTIONS  |   |                                |   |  |  |  |
| HISTOCHTANT.   |                             |   |   |                                |   |  |  |  |
| IMPORTANT  • The original copy of the signed Agreeme at: (819) 953-8768 or by e-mail at: ee-eme  | nt to implement E           | mployment Equity                                      | / form must be s                        | ent to the La                  | bour Program fax,                               |  |  |  |



### 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 ofIron 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 7             | Telephone Number: | 647/328-2524 |
| Email address:sonya.ansari@iror   | mountain.com      |              |
| Address:195 Summerlea Road L6T4P6 | , Brampton, ON    |              |

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 Sonva

### SONYA ANSARI | DIRECTOR HR BUSINESS PARTNERSHIPS

IRON MOUNTAIN
905-792-7099 X2234 – office
647-328-2524 – mobile
www.lronMountain.com

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



Online: www.lronMountain.com/HRConnect

WHEN YOU HAVE QUESTIONS, WE HAVE ANSWERS!

From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca] On

**Behalf Of** <u>ee-eme@hrsdc-rhdcc.gc.ca</u> **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  $3^{rd}$  deadline date. We are requesting an extension to Nov  $30^{th}$ . 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.lronMountain.com



Online: www.lronMountain.com/HRConnect

### WHEN YOU HAVE QUESTIONS, WE HAVE ANSWERS!

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

From: <a href="mailto:jennifer.goodwin@hrsdc-rhdcc.gc.ca">jennifer.goodwin@hrsdc-rhdcc.gc.ca</a> 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 <u>Federal Contractors Program</u> (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 <u>Help page</u> 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               |           |                           |
|------------------------------|------------------------|------------------------|-----------|---------------------------|
|                              | Permanent<br>Full-time | Permanent<br>Part-time | Temporary | Total Number of Employees |
| Ontario                      | 626                    | 17                     | 0         | 643                       |
| Québec                       | 203                    | 7                      | 0         | 210                       |
| Nova Scotia                  | 23                     | 0                      | 0         | 23                        |
| New Brunswick                | 27                     | 0                      | 0         | 27                        |
| Manitoba                     | 30                     | 0                      | 0         | 30                        |
| British Columbia             | 131                    | 8                      | 0         | 139                       |
| Saskatchewan                 | 5                      | 0                      | 0         | 5                         |
| Alberta                      | 137                    | 5                      | 0         | 142                       |
| Newfoundland and<br>Labrador | 12                     | 0                      | 0         | 12                        |
| Total Employees in Car       | nada 🕨                 |                        |           | 1231                      |

|  | Cens                   | sus Metropolitan       | Areas     |                           |
|--|------------------------|------------------------|-----------|---------------------------|
|  | Permanent<br>Full-time | Permanent<br>Part-time | Temporary | Total Number of Employees |
| Calgary                                | 102                    | 4                      | 0         | 106                       |
| Edmonton                               | 36                     | 1                      | 0         | 37                        |
| Halifax                                | 23                     | 0                      | 0         | 23                        |
| Montréal                               | 174                    | 5                      | 0         | 179                       |
| Toronto                                | 520                    | 12                     | 0         | 532                       |
| Vancouver                              | 118                    | 5                      | 0         | 123                       |
| Winnipeg                               | 29                     | 0                      | 0         | 29                        |
| Moncton                                | 5                      | 0                      | 0         | 5                         |
| Saint John                             | 22                     | 0                      | 0         | 22                        |
| Québec                                 | 28                     | 2                      | 0         | 30                        |
| Kingston                               | 1                      | 2                      | 0         | 3                         |
| Ottawa -<br>Gatineau                   | 68                     | 3                      | 0         | 71                        |
| Kitchener -<br>Cambridge -<br>Waterloo | 33                     | 0                      | 0         | 33                        |
| London                                 | 1                      | 0                      | 0         | 1                         |
| Windsor                                | 5                      | 0                      | 0         | 5                         |
| Saskatoon                              | 5                      | 0                      | 0         | 5                         |

Canada

### 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

### Census Metropolitan Areas

| 1231                   |           | •                      | es in Canada           | Total Employees in Canada |
|------------------------|-----------|------------------------|------------------------|---------------------------|
| 12                     | 0         | 0                      | 12                     | Nfld.Lab. less<br>CMA     |
| 4                      | 0         | 0                      | 4                      | Victoria                  |
| 11                     | 0         | 3                      | 8                      | Kelowna                   |
| Temporary of Employees | Temporary | Permanent<br>Part-time | Permanent<br>Full-time |                           |

Total Employees in Canada

Employment and Social Emploi et Développement Development Canada social Canada

### 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                 |       | ,      | All Employee: | S      |        | original Peo | oles   | Perso  | ns with Disa | bilities | Member  | s of Visible N | /linorities |
|------------------------------------|-------|--------|---------------|--------|--------|--------------|--------|--------|--------------|----------|---------|----------------|-------------|
| Salary Range                       | QTR   | Total  | Men           | Women  | Total  | Men          | Women  | Total  | Men          | Women    | Total   | Men            | Women       |
| Col. 1                             |       | Col. 2 | Col. 3        | Col. 4 | Col. 5 | Col. 6       | Col. 7 | Col. 8 | Col. 9       | Col. 10  | Col. 11 | Col. 12        | Col. 13     |
| Senior Managers                    | 4     | 1      | 1             |        |        |              |        |        |              |          |         |                |             |
| Top Range: \$100,000 and over      | 3     | 2      | 2             |        |        |              |        |        |              |          | 1       | 1              |             |
| Bottom Range: \$ 85,000 - \$89,999 | 2     | 7      | 5             | 2      |        |              |        |        |              |          |         |                |             |
|                                    | 1     | 14     | 11            | 3      |        |              |        | 2      | 2            |          |         |                |             |
|                                    | Total | 24     | 19            | 5      |        |              |        | 2      | 2            |          | 1       | 1              |             |
| Middle and Other Managers          | 4     | 2      | 2             |        |        |              |        |        |              |          |         |                |             |
| Top Range: \$100,000 and over      | 3     | 7      | 3             | 4      |        |              |        |        |              |          | 1       |                | 1           |
| Bottom Range: \$ 50,000 - \$54,999 | 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                      | 4     | 2      | 2             |        |        |              |        |        |              |          |         |                |             |
| Top Range: \$ 95,000 - \$99,999    | 3     | 3      | 2             | 1      |        |              |        |        |              |          | 1       | 1              |             |
| Bottom Range: \$ 50,000 - \$54,999 | 2     | 5      | 3             | 2      |        |              |        |        |              |          | 2       | 1              | 1           |
|                                    | 1     | 1      | 1             |        |        |              |        |        |              |          |         |                |             |
|                                    | Total | 11     | 8             | 3      |        |              |        |        |              |          | 3       | 2              | 1           |
| Supervisors                        | 4     | 1      | 1             |        |        |              |        |        |              |          |         |                |             |
| Top Range: \$100,000 and over      | 3     | 1      |               | 1      |        |              |        |        |              |          |         |                |             |
| Bottom Range: \$ 45,000 - \$49,999 | 2     | 1      |               | 1      |        |              |        |        |              |          | 1       |                | 1           |
|                                    | 1     | 8      | 2             | 6      |        |              |        |        |              |          | 3       | 2              | 1           |
|                                    | Total | 11     | 3             | 8      |        |              |        |        |              |          | 4       | 2              | 2           |

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| Occupational Group                           |       | ≥               | All Employees |                 | Ab              | Aboriginal Peoples | les             | Perso           | Persons with Disabilities | ilities          | Members          | Members of Visible Minorities | inorities        |
|--|-------|-----------------|---------------|-----------------|-----------------|--------------------|-----------------|-----------------|---------------------------|------------------|------------------|-------------------------------|------------------|
| Salary Range<br>Col. 1                       | QTR   | Total<br>Col. 2 | Men<br>Col. 3 | Women<br>Col. 4 | Total<br>Col. 5 | Men<br>Col. 6      | Women<br>Col. 7 | Total<br>Col. 8 | Men<br>Col. 9             | Women<br>Col. 10 | Total<br>Col. 11 | Men<br>Col. 12                | Women<br>Col. 13 |
| Supervisors: Crafts and Trades               | 4     | 7               | 51            | 2               |                 |                    |                 |                 |                           |                  | ယ                | ω                             |                  |
| Top Range: \$ 80,000 - \$84,999              | ω     | 26              | 22            | 4               |                 |                    |                 |                 |                           |                  | 4                | ယ                             | _                |
| Bottom Range: \$ 45,000 - \$49,999           | 2     | 29              | 22            | 7               | 1               |                    | 1               | 1               | 1                         |                  | 9                | 8                             | 1                |
|  | _     | 9               | 9             |                 |                 |                    |                 | 1               | 1                         |                  | 1                | 1                             |                  |
|  | Total | 71              | 58            | 13              | 1               |                    | 1               | 2               | 2                         |                  | 17               | 15                            | 2                |
| Administrative and Senior Clerical Personnel | 4     | _               |               | 1               |                 |                    |                 |                 |                           |                  | _                |                               |                  |
| Top Range: \$ 70,000 - \$74,999              | ယ     |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Bottom Range: \$ 45,000 - \$49,999           | 2     |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
|  | _     |                 | _             |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
|  | Total | 2               | 1             | 1               |                 |                    |                 |                 |                           |                  | 1                |                               | 1                |
| Skilled Sales and Service Personnel          | 4     | ڻ.<br>ن         | 4             |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Top Range: \$100,000 and over                | ۵     | 10              | 6             | 4               |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Bottom Range: \$ 55,000 - \$59,999           | 2     | 14              | 7             | 7               |                 |                    |                 |                 |                           |                  |                  |                               |                  |
|  |       | 27              | 15            | 12              |                 |                    |                 | 1               | _                         |                  | ယ                | 2                             |                  |
|  | Total | 56              | 32            | 24              |                 |                    |                 | _               | _                         |                  | 4                | 3                             | _                |
| Clerical Personnel                           | 4     | 2               | _             | _               |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Top Range: \$85,000 - \$89,999               | ω     | 2               | _             | _               |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Bottom Range: \$ 25,000 - \$29,999           | 2     | 59              | 22            | 37              | ယ               | _                  | 2               |                 |                           |                  | 24               | 10                            | 14               |
|  | _     | 152             | 62            | 90              | 4               | 1                  | 3               | 8               | 4                         | 4                | 76               | 39                            | 37               |
|  | Total | 215             | 86            | 129             | 7               | 2                  | 5               | 8               | 4                         | 4                | 100              | 49                            | 51               |

| Occupational Group                 |       | ➤      | All Employees | <b>0</b> , | Ab     | Aboriginal Peoples | les    | Perso  | Persons with Disabilities | bilities | Member  | Members of Visible Minorities | linorities |
|------------------------------------|-------|--------|---------------|------------|--------|--------------------|--------|--------|---------------------------|----------|---------|-------------------------------|------------|
| Salary Range                       | QTR   | Total  | Men           | Women      | Total  | Men                | Women  | Total  | Men                       | Women    | Total   | Men                           | Women      |
| Col. 1                             |       | Col. 2 | Col. 3        | Col. 4     | Col. 5 | Col. 6             | Col. 7 | Col. 8 | Col. 9                    | Col. 10  | Col. 11 | Col. 12                       | Col. 13    |
| Semi-Skilled Manual Workers        | 4     |        |               |            |        |                    |        |        |                           |          |         |                               |            |
| Top Range: \$ 95,000 - \$99,999    | 3     |        |               |            |        |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 25,000 - \$29,999 | 2     | 281    | 254           | 27         | 7      | 9                  | 1      | 12     | 12                        |          | 103     | 93                            | 10         |
|                                    | 1     | 459    | 406           | 53         | 14     | 11                 | 3      | 25     | 19                        | 6        | 169     | 154                           | 15         |
|                                    | Total | 741    | 660           | 81         | 21     | <b>2</b> 1         | 4      | 37     | 31                        | 9        | 272     | 247                           | 25         |
| Other Sales and Service Personnel  | 4     | 1      | 1             |            |        |                    |        |        |                           |          | 1       | 1                             |            |
| Top Range: \$ 40,000 - \$44,999    | ω     | _      |               |            | _      | 1                  |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 35,000 - \$39,999 | 2     |        |               |            |        |                    |        |        |                           |          |         |                               |            |
|                                    | 1     | 1      | 1             |            |        |                    |        |        |                           |          | 1       | 1                             |            |
|                                    | Total | 3      | 3             |            | 1      | 1                  |        |        |                           |          | 2       | 2                             |            |
| Other Manual Workers               | 4     |        | 1             |            |        |                    |        |        |                           |          |         |                               |            |
| Top Range: \$ 50,000 - \$54,999    | ယ     | 1      | 1             |            |        |                    |        |        |                           |          | 1       | 1                             |            |
| Bottom Range: \$ 30,000 - \$34,999 | 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         |

|    | <b>Total</b> 29 | 1 20 | Bottom Range: \$ 25,000 - \$29,999 2 8 | Top Range: \$ 70,000 - \$74,999 | Semi-Skilled Manual Workers 4 1 | Total 7 | 1 | Bottom Range: \$ 25,000 - \$29,999 2 2 | Top Range: \$ 45,000 - \$49,999 3 1 | Clerical Personnel 4 1 | Total 1 | 1 1 | Bottom Range: \$ 50,000 - \$54,999 2 | Top Range: \$ 50,000 - \$54,999 | Administrative and Senior Clerical Personnel 4 | Salary Range QTR Total Men Col. 1 Col. 2 Col. 3 | Occupational Group All Employees |
|----|-----------------|------|--|---------------------------------|---------------------------------|---------|---|--|-------------------------------------|------------------------|---------|-----|--------------------------------------|---------------------------------|--|---|----------------------------------|
| 30 | 28              | 19   | <u>&amp;</u>                           |                                 | 1                               | 2       | 2 |  |                                     |                        |         |     |                                      |                                 |  |   | oyees                            |
| 7  | 1               | _    |  |                                 |                                 | 5       | 1 | 2                                      | _                                   | 1                      | 1       | 1   |                                      |                                 |  | Women<br>Col. 4                                 |                                  |
|    |                 |      |  |                                 |                                 |         |   |  |                                     |                        |         |     |                                      |                                 |  | Total<br>Col. 5                                 | Ab                               |
|    |                 |      |  |                                 |                                 |         |   |  |                                     |                        |         |     |                                      |                                 |  | Men<br>Col. 6                                   | Aboriginal Peoples               |
|    |                 |      |  |                                 |                                 |         |   |  |                                     |                        |         |     |                                      |                                 |  | Women<br>Col. 7                                 | les                              |
| 2  | 2               | 2    |  |                                 |                                 |         |   |  |                                     |                        |         |     |                                      |                                 |  | Total<br>Col. 8                                 | Perso                            |
| 2  | 2               | 2    |  |                                 |                                 |         |   |  |                                     |                        |         |     |                                      |                                 |  | Men<br>Col. 9                                   | Persons with Disabilities        |
|    |                 |      |  |                                 |                                 |         |   |  |                                     |                        |         |     |                                      |                                 |  | Women<br>Col. 10                                | oilities                         |
| 12 | 8               | 5    | 3                                      |                                 |                                 | 3       | 1 | 1                                      | 1                                   |                        | 1       | 1   |                                      |                                 |  | Total<br>Col. 11                                | Member                           |
| 9  | 8               | 5    | သ                                      |                                 |                                 | 1       | 1 |  |                                     |                        |         |     |                                      |                                 |  | Men<br>Col. 12                                  | Members of Visible Minorities    |
| 3  |                 |      |  |                                 |                                 | 2       |   | _                                      | _                                   |                        | 1       | 1   |                                      |                                 |  | Women<br>Col. 13                                | /linorities                      |

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|       | ≥   | II Employees  |   | Ab  | original Peop   | les   | Perso  | ns with Disat  | oilities   | Members          | s of Visible M   | linorities   |
|-------|---|---|---|---|---|---|--|--|--|------------------|--|--|
| QTR   |   | Men<br>Col. 3   | _   | Total<br>Col. 5   | Men<br>Col. 6   | Women   | Total<br>Col. 8  | Men<br>Col. 9  | Women  | Total<br>Col. 11 | Men<br>Col. 12   | Women  |
| 4     | _   | _   |   |   |   |   |  |  |  |                  |  |  |
| ω     | _   | _   |   |   |   |   |  |  |  |                  |  |  |
| 2     | 5   | 3   | 2   |   |   |   |  |  |  | 1                | 1  |  |
| 1     | 11  | 9   | 2   |   |   |   | 2  | 2  |  |                  |  |  |
| Total | 18  | 14  | 4   |   |   |   | 2  | 2  |  | 1                | 1  |  |
| 4     | 2   | 2   |   |   |   |   |  |  |  |                  |  |  |
| ω     | 2   | _   | 1   |   |   |   |  |  |  |                  |  |  |
| 2     | 14  | 10  | 4   |   |   |   | 1  | 1  |  | 3                | 2  | 1  |
| 1     | 12  | 7   | 5   |   |   |   |  |  |  | 4                |  | 3  |
| Total | 30  | 20  | 10  |   |   |   | 1  | 1  |  | 7                | 3  | 4  |
| 4     | 2   | 2   |   |   |   |   |  |  |  |                  |  |  |
| ယ     | _   | _   |   |   |   |   |  |  |  |                  |  |  |
| 2     | 2   | 2   |   |   |   |   |  |  |  | 2                | 2  |  |
| 1     | 3   | _   | 2   |   |   |   |  |  |  | _                |  | 1  |
| Total | 8   | 6   | 2   |   |   |   |  |  |  | 3                | 2  | _  |
| 4     |   | _   |   |   |   |   |  |  |  |                  |  |  |
| ယ     | _   |   | _   |   |   |   |  |  |  |                  |  |  |
| 2     |   |   |   |   |   |   |  |  |  |                  |  |  |
| 1     | 6   | 2   | 4   |   |   |   |  |  |  | 3                | 2  | 1  |
| Total | 8   | 3   | 5   |   |   |   |  |  |  | 3                | 2  | _  |
|       | QTR QTR 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 | Total Col. 2 Col. 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | Total Col. 2 Col. 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | All Employees  Total Men Wome Col. 2 Col. 3 Col. 4  1 1 1  1 1 1  1 1 9  1 14 10  1 2 2  1 1 1  1 2 7  3 20  3 20  3 1  1 1 1  1 1  1 1  1 1  2 2 2  1 1  1 1 1  3 6 2  8 6 2 | All Employees  Total Men Women Col. 2  1 1 1  1 1 1  1 1 1  1 1 9 2  1 1 9 2  1 1 1 9 2  1 1 1 1 4  1 1 1 1 4  1 1 1 1 1  1 1 1 1 | All Employees  Total Men Women Col. 2  1 1 1  1 1 1  1 1 1  1 1 9 2  1 1 1 9 2  1 1 1 9 2  1 1 1 1 9 2  1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | All Employees Aboriginal Peoples  Total Men Women Col. 5 Col. 6  1 1 1 1  1 1 1  1 1 1  1 1 1  1 1 1  1 1 1  1 1 9 2  2 2 1  1 1 1 9 2  2 1 1 1  1 1 1 1  30 20 10  2 2 2  1 1 1 1  30 20 10  3 1 2  2 2 2  1 1 1 1  3 2 2  1 1 1 1  3 2 2  1 1 1 1  3 3 1 2  4 4 5 6 2  6 2 4 6 | All Employees    Total   Men   Women   Total   Men   Total   Total   Men   Total   Total | All Employees    Total   Men   Women   Total   Total   Men   Total   Tot | All Employees    | All Employees   All Employee | Total   Women   Total   Women   Total   Col. 2   Col. 3   Col. 4   Col. 5   Col. 6   Col. 7   Col. 8   Col. 9   Col. 10   Col. 11   Col. 12   Col. 12   Col. 13   Col. 14   Col. 12   Col. 12   Col. 10   Col. 11   Col. 12   Col. 12   Col. 10   Col. 11   Col. 12   Col. 12   Col. 12   Col. 12   Col. 10   Col. 11   Col. 12   Col. 12   Col. 10   Col. 11   Col. 12   Col. 12   Col. 10   Col. 12   Col. 10   Col. 11   Col. 12   Col. 12   Col. 10   Col. 11   Col. 12   Col. 12   Col. 10   Col. 12   Col. 10   Col. 12   Col. 10   Col. 12   Col. 10   Col. 12   Col. 12   Col. 10   Col. 12   Col. 10   Col. 11   Col. 12   Col. 12   Col. 10   Col. 12   Col. 10   Col. 12   Col. 10   Col. 12   Col. 10   Col. 11   Col. 12   Col. 10   Col. 11   Col. 12   Col. 10   Col. 11   Col. 12   Col. 10   Col. 10   Col. 11   Col. 12   Col. 10   Col. 11   Col. 12   Col. 10   Col. 10   Col. 11   Col. 12   Col. 10   Col. 11   Col. 12   Col. 10   Col. 10   Col. 11   Col. 12   Col. 10   Col. 11   Col. 12   Col. 10   Col. 11   Col. 12   Col. 10   Col. 10   Col. 12   Col. 10   Col. 10   Col. 10   Col. 12   Col. 10   Col. 11   Col. 12   Col. 10   Col. 10   Col. 10   Col. 12   Col. 10   Col. 11   Col. 12   Col. 12   Col. 10   Col. 12   Col. 10   Col. 12   Col. 10   Col. 12   Co |

|                   |     |        | κep           | Reporting Period 1970-01-02 to 2017-12-0 | od 1970-01-0 | 2 to 2017-12      | -01    |        |                           |          |         |                               |           |
|-------------------|-----|--------|---------------|--|--------------|-------------------|--------|--------|---------------------------|----------|---------|-------------------------------|-----------|
| ccupational Group |     | ,      | All Employees | S  | At           | Aboriginal People | oles   | Perso  | Persons with Disabilities | oilities | Members | Members of Visible Minorities | inorities |
| Salary Range      | QTR | Total  | Men           | Women                                    | Total        | Men               | Women  | Total  | Men                       | Women    | Total   | Men                           | Women     |
| Col. 1            |     | Col. 2 | Col. 3        | Col. 3 Col. 4                            | Col. 5       | Col. 6            | Col. 7 | Col. 8 | Col. 9                    | Col. 10  | Col. 11 | Col. 12                       | Col. 13   |
|                   | •   | •      | ,             |  |              |                   |        |        |                           |          | ,       | ,                             |           |

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

Form 2 A

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

| Total Number of Employees |       |   | Bottom Range: \$ 30,000 - \$34,999 | Top Range: \$ 40,000 - \$44,999 | Other Manual Workers |       |   | Bottom Range: \$ 35,000 - \$39,999 | Top Range: \$ 40,000 - \$44,999 | Other Sales and Service Personnel |       |    | Bottom Range: \$ 25,000 - \$29,999 | Top Range: \$ 60,000 - \$64,999 | Semi-Skilled Manual Workers | Salary Range<br>Col. 1 | Occupational Group            |
|---------------------------|-------|---|------------------------------------|---------------------------------|----------------------|-------|---|------------------------------------|---------------------------------|-----------------------------------|-------|----|------------------------------------|---------------------------------|-----------------------------|------------------------|-------------------------------|
|                           | Total | _ | 2                                  | ω                               | 4                    | Total | 1 | 2                                  | ယ                               | 4                                 | Total | 1  | 2                                  | ω                               | 4                           | QTR                    |                               |
| 626                       | 5     | 1 | _                                  | 2                               | _                    | 3     | 1 |                                    | 1                               | 1                                 | 387   | 90 | 166                                | 98                              | 33                          | Total<br>Col. 2        | Ą                             |
| 472                       | 5     | _ | _                                  | 2                               | _                    | 3     |   |                                    | 1                               | 1                                 | 335   | 73 | 148                                | 85                              | 29                          | Men<br>Col. 3          | All Employees                 |
| 154                       |       |   |                                    |                                 |                      |       |   |                                    |                                 |                                   | 52    | 17 | 18                                 | 13                              | 4                           | Women<br>Col. 4        | <b>.</b>                      |
| 14                        |       |   |                                    |                                 |                      | 1     |   |                                    | 1                               |                                   | 10    | 3  | 3                                  | ယ                               | 1                           | Total<br>Col. 5        | Abo                           |
| 9                         |       |   |                                    |                                 |                      | 1     |   |                                    | 1                               |                                   | 8     | 3  | 2                                  | 2                               | 1                           | Men<br>Col. 6          | Aboriginal Peoples            |
| 5                         |       |   |                                    |                                 |                      |       |   |                                    |                                 |                                   | 2     |    | 1                                  | _                               |                             | Women<br>Col. 7        | les                           |
| 28                        |       |   |                                    |                                 |                      |       |   |                                    |                                 |                                   | 22    | 7  | 11                                 | 3                               | 1                           | Total<br>Col. 8        | Perso                         |
| 22                        |       |   |                                    |                                 |                      |       |   |                                    |                                 |                                   | 17    | 5  | 8                                  | 3                               | 1                           | Men<br>Col. 9          | Persons with Disabilities     |
| 6                         |       |   |                                    |                                 |                      |       |   |                                    |                                 |                                   | 5     | 2  | 3                                  |                                 |                             | Women<br>Col. 10       | oilities                      |
| 291                       | 8     |   | _                                  | _                               | 1                    | 2     | 1 |                                    |                                 | 1                                 | 190   | 36 | 81                                 | 55                              | 18                          | Total<br>Col. 11       | Member                        |
| 221                       | 8     |   | _                                  | _                               | _                    | 2     | 1 |                                    |                                 |                                   | 170   | 32 | 71                                 | 51                              | 16                          | Men<br>Col. 12         | Members of Visible Minorities |
| 70                        |       |   |                                    |                                 |                      |       |   |                                    |                                 |                                   | 20    | 4  | 10                                 | 4                               | 2                           | Women<br>Col. 13       | linorities                    |

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

| Total Number of Employees | Total | _ | Bottom Range: \$ 25,000 - \$29,999 2 | Top Range: \$ 45,000 - \$49,999 | Semi-Skilled Manual Workers 4 | Total | _ | Bottom Range: \$ 30,000 - \$34,999 | Top Range: \$ 40,000 - \$44,999 | Clerical Personnel 4 | Total | _ | Bottom Range: \$ 50,000 - \$54,999 | Top Range: \$ 50,000 - \$54,999 | Administrative and Senior Clerical Personnel 4 | Salary Range QTR Total Col. 1 Col. 2 | Occupational Group            |
|---------------------------|-------|---|--------------------------------------|---------------------------------|-------------------------------|-------|---|------------------------------------|---------------------------------|----------------------|-------|---|------------------------------------|---------------------------------|--|--------------------------------------|-------------------------------|
| 17                        | 12    | သ | 6                                    |                                 | 2                             | 4     | 3 |                                    |                                 | 1                    | 1     | 1 |                                    |                                 |  |                                      | All Er                        |
| 13                        | 11    | ω | ъ                                    |                                 | 2                             | 2     | 2 |                                    |                                 |                      |       |   |                                    |                                 |  | Men<br>Col. 3                        | All Employees                 |
| 4                         | 1     |   | _                                    |                                 |                               | 2     | 1 |                                    |                                 | 1                    | 1     | 1 |                                    |                                 |  | Women<br>Col. 4                      |                               |
|                           |       |   |                                      |                                 |                               |       |   |                                    |                                 |                      |       |   |                                    |                                 |  | Total<br>Col. 5                      | Abc                           |
|                           |       |   |                                      |                                 |                               |       |   |                                    |                                 |                      |       |   |                                    |                                 |  | Men<br>Col. 6                        | Aboriginal Peoples            |
|                           |       |   |                                      |                                 |                               |       |   |                                    |                                 |                      |       |   |                                    |                                 |  | Women<br>Col. 7                      | les                           |
| 1                         | ļ     | 1 |                                      |                                 |                               |       |   |                                    |                                 |                      |       |   |                                    |                                 |  | Total<br>Col. 8                      | Perso                         |
| 1                         | 1     | 1 |                                      |                                 |                               |       |   |                                    |                                 |                      |       |   |                                    |                                 |  | Men<br>Col. 9                        | Persons with Disabilities     |
|                           |       |   |                                      |                                 |                               |       |   |                                    |                                 |                      |       |   |                                    |                                 |  | Women<br>Col. 10                     | oilities                      |
| 10                        | 6     | 1 | 3                                    | 1                               | 1                             | 3     | 2 |                                    |                                 | 1                    | 1     | 1 |                                    |                                 |  | Total<br>Col. 11                     | Member                        |
| 7                         | 9     | _ | 3                                    | _                               | _                             | 1     | _ |                                    |                                 |                      |       |   |                                    |                                 |  | Men<br>Col. 12                       | Members of Visible Minorities |
| 3                         |       |   |                                      |                                 |                               | 2     | 1 |                                    |                                 | 1                    | 1     | 1 |                                    |                                 |  | Women<br>Col. 13                     | 1inorities                    |

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

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

-45

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec Reporting Period 1970-01-02 to 2017-12-01

| Total Number of Employees |       |   | Bottom Range: \$ 35,000 - \$39,999 | Top Range: \$ 35,000 - \$39,999 | Other Manual Workers | Salary Range<br>Col. 1       | Occupational Group            |
|---------------------------|-------|---|------------------------------------|---------------------------------|----------------------|------------------------------|-------------------------------|
|                           | Total | 1 | 2                                  | ယ                               | 4                    | QTR                          |                               |
| 203                       | 3     | 2 |                                    |                                 | 1                    | Total<br>Col. 2              | ,                             |
| 158                       | 3     | 2 |                                    |                                 | 1                    | Men<br>Col. 3                | All Employees                 |
| 45                        |       |   |                                    |                                 |                      | Women<br>Col. 4              | 0,                            |
| 4                         |       |   |                                    |                                 |                      | Total<br>Col. 5              | Ab                            |
| 4                         |       |   |                                    |                                 |                      | Men<br>Col. 6                | Aboriginal Peoples            |
|                           |       |   |                                    |                                 |                      | Women<br>Col. 7              | les                           |
| 9                         |       |   |                                    |                                 |                      | Total<br>Col. 8              | Perso                         |
| 5                         |       |   |                                    |                                 |                      | Men<br>Col. 9                | Persons with Disabilities     |
| J.                        |       |   |                                    |                                 |                      | Women<br>Col. 10             | bilities                      |
| 37                        |       |   |                                    |                                 |                      | Total<br>Col. 11             | Membe                         |
| 32                        |       |   |                                    |                                 |                      | Men Women<br>Col. 12 Col. 13 | Members of Visible Minorities |
| 5                         |       |   |                                    |                                 |                      | Women<br>Col. 13             | /linorities                   |

Employment and Social Emploi et Développement Development Canada social Canada

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

Form 2 B

| Occupational Group                 |       | ъ      | All Employees | <b>0</b> , | Ab     | Aboriginal Peoples | les    | Perso  | Persons with Disabilities | bilities | Member  | Members of Visible Minorities | finorities |
|------------------------------------|-------|--------|---------------|------------|--------|--------------------|--------|--------|---------------------------|----------|---------|-------------------------------|------------|
| Salary Range                       | QTR   | Total  | Men           | Women      | Total  | Men                | Women  | Total  | Men                       | Women    | Total   | Men                           | Women      |
| Col. 1                             |       | Col. 2 | Col. 3        | Col. 4     | Col. 5 | Col. 6             | Col. 7 | Col. 8 | Col. 9                    | Col. 10  | Col. 11 | Col. 12                       | Col. 13    |
| Clerical Personnel                 | 4     |        |               |            |        |                    |        |        |                           |          |         |                               |            |
| Top Range: \$ 25,000 - \$29,999    | 3     |        |               |            |        |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 25,000 - \$29,999 | 2     |        |               |            |        |                    |        |        |                           |          |         |                               |            |
|                                    | 1     | 1      |               | 1          |        |                    |        |        |                           |          |         |                               |            |
|                                    | Total | _      |               | 1          |        |                    |        |        |                           |          |         |                               |            |
| Semi-Skilled Manual Workers        | 4     | 2      | 2             |            |        |                    |        |        |                           |          | 1       | 1                             |            |
| Top Range: \$ 30,000 - \$34,999    | 3     | 2      | 2             |            |        |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 25,000 - \$29,999 | 2     | 1      | 1             |            |        |                    |        |        |                           |          |         |                               |            |
|                                    | _     | 1      | 1             |            |        |                    |        |        |                           |          |         |                               |            |
|                                    | Total | 6      | 6             |            |        |                    |        |        |                           |          | 1       | 1                             |            |
| Total Number of Employees          |       | 7      | 6             | _          |        |                    |        |        |                           |          | _       | _                             |            |

# 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

| 999 2 1 Total Total 1 1 2 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4   | QTR Total Col. 2 4 3 | All Employees  Il Men  Col. 3 | Women<br>Col. 4 | Aborigir<br>Total I<br>Col. 5 C | Aboriginal Peoples  Men Wi Col. 6 C | Women 7<br>Col. 7 C | Persons v<br>Total<br>Col. 8 ( | Persons with Disabilities tal Men Wo Col. 9 Col | Women<br>Col. 10 | Memb<br>Total<br>Col. 11 | Joers . | Members of Visible Minorities Total Men Wome ol. 11 Col. 12 Col. 1 |
|---|----------------------|-------------------------------|-----------------|---------------------------------|-------------------------------------|---------------------|--------------------------------|---|------------------|--------------------------|---------|--|
| Total  Sonnel  0,000 - \$74,999  0,000 - \$74,999  1  Total  4  1  1  1  Total  7  Total  1  1  Total   |                      |                               |                 |                                 |                                     |                     |                                |   |                  |                          |         |  |
| Total  Total  1  1  1  1  1  1  1  1  1  1  1  1  1   | _                    |                               |                 |                                 |                                     |                     |                                |   |                  |                          |         |  |
| sonnel 4  0,000 - \$74,999  0,000 - \$74,999  1  Total  1  1  1  1  1  1  1  Total  1  1  1  1  Total  1  1  Total  1  1  Total  1  Total | Total                | 2 2                           |                 |                                 |                                     |                     |                                |   |                  |                          |         |  |
| 0,000 - \$74,999  |                      |                               |                 |                                 |                                     |                     |                                |   |                  |                          |         |  |
| 0,000 - \$74,999  |                      |                               |                 |                                 |                                     |                     |                                |   |                  |                          |         |  |
| 1 Total  1 0. \$49,999 0,000 - \$34,999 2 1 1 1 1 4 4 4 5,000 - \$54,999 5,000 - \$29,999 2 Total 1 1 Total   |                      |                               |                 |                                 |                                     |                     |                                |   |                  |                          |         |  |
| Total  4  4  0,000 - \$34,999  2  Total  4  1  1  1  Total  1  Total  1  Total  1  Total  | 1                    | 1                             |                 |                                 |                                     |                     |                                |   |                  |                          |         |  |
| 0,000 - \$49,999  0,000 - \$34,999  2  1  1  Total  4  3  5,000 - \$54,999  7  Total  1  Total  | Total                | 1 1                           |                 |                                 |                                     |                     |                                |   |                  |                          |         |  |
| 0,000 - \$34,999  | 4                    | 1                             | 1               |                                 |                                     |                     |                                |   |                  |                          |         |  |
| 0,000 - \$34,999  | I                    |                               |                 |                                 |                                     |                     |                                |   |                  |                          |         |  |
| 1 Total 3 3 5,000 - \$29,999 2 1 Total 1  |                      |                               |                 |                                 |                                     |                     |                                |   |                  |                          |         |  |
| Total 4 4 5,000 - \$54,999 2 1 Total  |                      | 3                             | 2               |                                 |                                     |                     |                                |   |                  |                          |         |  |
| 00 - \$54,999<br>5,000 - \$29,999<br>2<br>1   | Total                | 4 1                           | 3               |                                 |                                     |                     |                                |   |                  |                          |         |  |
| Δ Δ ω ω   | 4                    | 6                             |                 |                                 |                                     |                     | _                              |   |                  |                          |         |  |
| T 2 2   |                      | 2 2                           |                 |                                 |                                     |                     |                                |   |                  |                          |         |  |
|   |                      | 6 4                           | 2               |                                 |                                     |                     |                                |   |                  |                          |         |  |
|   |                      | 2 2                           |                 |                                 |                                     |                     |                                |   |                  |                          |         |  |
|   | Total                | 16 14                         | 2               |                                 |                                     |                     | 1                              | 1   |                  |                          |         |  |

| Occupational Group        |          | А      | All Employees | <b>0</b> , | Ab     | original Peoples | oles   | Perso  | Persons with Disabilities | oilities | Member  | Members of Visible Minorities | linorities |
|---------------------------|----------|--------|---------------|------------|--------|------------------|--------|--------|---------------------------|----------|---------|-------------------------------|------------|
| Salary Range   QTF        | ىد       | Total  | Men           | Women      | Total  | Men              | Women  | Total  | Men                       | Women    | Total   | Men                           | Women      |
| Col. 1                    | <u>.</u> | Col. 2 | Col. 3        | Col. 4     | Col. 5 | Col. 6           | Col. 7 | Col. 8 | Col. 9                    | Col. 10  | Col. 11 | Col. 12                       | Col. 13    |
| Total Number of Employees |          | 23     | 18            | ST ST      |        |                  |        | ٠.     | -                         |          |         |                               |            |

| Occupational Group                  |       | A               | All Employees | 3               | Ab              | Aboriginal Peoples | les             | Perso           | Persons with Disabilities | bilities         | Member           | Members of Visible Minorities | linorities       |
|-------------------------------------|-------|-----------------|---------------|-----------------|-----------------|--------------------|-----------------|-----------------|---------------------------|------------------|------------------|-------------------------------|------------------|
| Salary Range<br>Col. 1              | QTR   | Total<br>Col. 2 | Men<br>Col. 3 | Women<br>Col. 4 | Total<br>Col. 5 | Men<br>Col. 6      | Women<br>Col. 7 | Total<br>Col. 8 | Men<br>Col. 9             | Women<br>Col. 10 | Total<br>Col. 11 | Men<br>Col. 12                | Women<br>Col. 13 |
| Middle and Other Managers           | 4     |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Top Range: \$100,000 and over       | 3     |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Bottom Range: \$100,000 and over    | 2     |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
|                                     | 1     | 1               | 1             |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
|                                     | Total | 1               | <u> -</u>     |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Supervisors                         | 4     |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Top Range: \$ 65,000 - \$69,999     | ယ     |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Bottom Range: \$ 65,000 - \$69,999  | 2     |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
|                                     |       |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
|                                     | Total | -1              |               | _               |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Supervisors: Crafts and Trades      | 4     |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Top Range: \$ 50,000 - \$54,999     | ω     |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Bottom Range: \$ 50,000 - \$54,999  | 2     |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
|                                     | 1     | 1               | 1             |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
|                                     | Total | -1              | _             |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Skilled Sales and Service Personnel | 4     |                 | _             |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Top Range: \$ 65,000 - \$69,999     | ω     |                 |               |                 |                 |                    |                 |                 |                           |                  |                  |                               |                  |
| Bottom Range: \$ 55,000 - \$59,999  | 2     |                 |               | _               |                 |                    |                 |                 |                           |                  |                  |                               |                  |
|                                     | _     |                 |               | 1               |                 |                    |                 |                 |                           |                  |                  |                               |                  |
|                                     | Total | 3               |               | 2               |                 |                    |                 |                 |                           |                  |                  |                               |                  |

| Occupational Group                 |       | Þ      | All Employees | 0,     | Ab     | Aboriginal Peoples | les    | Perso  | Persons with Disabilities | bilities | Member  | Members of Visible Minorities | /linorities |
|------------------------------------|-------|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|----------|---------|-------------------------------|-------------|
| Salary Range                       | QTR   | Total  | Men           | Women  | Total  | Men                | Women  | Total  | Men                       | Women    | Total   | Men                           | Women       |
| Col. 1                             |       | Col. 2 | Col. 3        | Col. 4 | Col. 5 | Col. 6             | Col. 7 | Col. 8 | Col. 9                    | Col. 10  | Col. 11 | Col. 12                       | Col. 13     |
| Clerical Personnel                 | 4     |        | _             |        |        |                    |        |        |                           |          |         |                               |             |
| Top Range: \$ 65,000 - \$69,999    | 3     | 1      |               | 1      |        |                    |        |        |                           |          |         |                               |             |
| Bottom Range: \$ 30,000 - \$34,999 | 2     | 1      | 1             |        |        |                    |        |        |                           |          |         |                               |             |
|                                    | 1     | 15     | 3             | 12     | 2      |                    | 2      | 1      |                           | 1        | 1       |                               | _           |
|                                    | Total | 18     | 5             | 13     | 2      |                    | 2      | 1      |                           | 1        | 1       |                               | 1           |
| Semi-Skilled Manual Workers        | 4     | 2      | 2             |        |        |                    |        |        |                           |          |         |                               |             |
| Top Range: \$ 35,000 - \$39,999    | သ     |        |               |        |        |                    |        |        |                           |          |         |                               |             |
| Bottom Range: \$ 30,000 - \$34,999 | 2     |        |               |        |        |                    |        |        |                           |          |         |                               |             |
|                                    | 1     |        | 1             |        |        |                    |        |        |                           |          |         |                               |             |
|                                    | Total | 3      | 3             |        |        |                    |        |        |                           |          |         |                               |             |
| Total Number of Employees          |       | 27     | 11            | 16     | 2      |                    | 2      | _      |                           | -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

|                                     | I          |          |          |          |   |  |  |          | 1 1 |   |   |     |
|-------------------------------------|------------|----------|----------|----------|---|--|--|----------|-----|---|---|-----|
|                                     | 1<br>Total |          |          | <u> </u> |   |  |  |          |     |   |   |     |
| Supervisors: Crafts and Trades      | 4          | _        |          |          |   |  |  | $\sqcup$ |     |   |   |     |
| Top Range: \$ 60,000 - \$64,999     | 3          |          |          |          |   |  |  |          |     |   |   |     |
| Bottom Range: \$ 60,000 - \$64,999  | 2          |          |          |          |   |  |  |          |     |   |   |     |
|                                     | _          | 1        | _        |          |   |  |  |          |     |   |   |     |
|                                     | Total      | 2        | 2        | 1        | 1 |  |  |          |     |   |   |     |
| Skilled Sales and Service Personnel | 4          |          |          |          |   |  |  |          |     |   |   |     |
| Top Range: \$ 80,000 - \$84,999     | ယ          |          |          |          |   |  |  |          |     |   |   |     |
| Bottom Range: \$ 80,000 - \$84,999  | 2          |          |          |          |   |  |  |          |     |   |   |     |
|                                     | 1          | 1        | _        |          |   |  |  |          |     |   |   |     |
|                                     | Total      | 1        | _        |          | 1 |  |  |          |     |   |   |     |
| Clerical Personnel                  | 4          |          |          | 1        |   |  |  |          |     |   | 1 | 1 1 |
| Top Range: \$ 35,000 - \$39,999     | ω          | _        |          |          |   |  |  |          |     |   |   |     |
| Bottom Range: \$ 30,000 - \$34,999  | 2          |          |          |          |   |  |  |          |     |   |   |     |
|                                     | 1          | 1        | _        |          | 1 |  |  |          |     | _ |   |     |
|                                     | Total      | رر<br>در | <u> </u> | 3        |   |  |  |          |     |   |   | 1   |

| Tatal Number of Employees 20 20 27 2 2 2 | Total         23         23         2         2         1         1         1 | 1 10 10 1 1 | Bottom Range: \$ 30,000 - \$34,999 2 2 2 | Top Range: \$ 50,000 - \$54,999 3 7 7 2 2 2 | Semi-Skilled Manual Workers 4 4 4 | Salary Range QTR Total Men Women Total Men Women Total Men Women Total Men Women Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 | All Employees Aboriginal Peoples Persons with Disa |
|--|---|-------------|--|---|-----------------------------------|---|--|
| 1 1                                      | 1 1   | 1 1         |  |   |                                   | Col. 8 Col. 9   | Persons with Disa                                  |
| 5 4                                      | 3 3   | 3           |  |   |                                   | Col. 11 Col. 12 Col. 13   | Memb   |

# 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                  |       |        | All Employees | s<br>  | Ak<br>Ak | Aboriginal Peoples | oles   | Pers   | Persons with Disabilities | bilities | Member  | Members of Visible Minorities | finorities |
|-------------------------------------|-------|--------|---------------|--------|----------|--------------------|--------|--------|---------------------------|----------|---------|-------------------------------|------------|
| Salary Range                        | QTR   |        | Men           |        | Total    | Men                | Women  | Total  | Men                       | Women    | Total   | Men                           | Women      |
| COI. 1                              |       | C0I. 2 | COI. 3        | Col. 4 | Col. 5   | CO. 6              | COI. / | Col. & | COI. 9                    | COI. 10  | Col. 11 | Col. 12                       | Col. 13    |
| Senior Managers                     | 4     |        |               |        |          |                    |        |        |                           |          |         |                               |            |
| Top Range: \$100,000 and over       | 3     |        |               |        |          |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$100,000 and over    | 2     |        |               |        |          |                    |        |        |                           |          |         |                               |            |
|                                     | 1     | 1      | 1             |        |          |                    |        |        |                           |          |         |                               |            |
|                                     | Total | 1      | 1             |        |          |                    |        |        |                           |          |         |                               |            |
| Middle and Other Managers           | 4     | 1      | 1             |        |          |                    |        |        |                           |          | 1       | 1                             |            |
| Top Range: \$100,000 and over       | 3     | 1      |               | 1      |          |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 80,000 - \$84,999  | 2     |        |               |        |          |                    |        |        |                           |          |         |                               |            |
|                                     | 1     | 1      | 1             |        |          |                    |        |        |                           |          |         |                               |            |
|                                     | Total | 3      | 2             | 1      |          |                    |        |        |                           |          | 1       | 1                             |            |
| Supervisors: Crafts and Trades      | 4     | 2      |               | 2      |          |                    |        |        |                           |          | 1       |                               | _          |
| Top Range: \$ 70,000 - \$74,999     | ယ     | 2      |               | 2      |          |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 55,000 - \$59,999  | 2     | 4      | 4             |        |          |                    |        |        |                           |          | 3       | 3                             |            |
|                                     | 1     | 1      | 1             |        |          |                    |        |        |                           |          |         |                               |            |
|                                     | Total | 9      | 5             | 4      |          |                    |        |        |                           |          | 4       | 3                             | 1          |
| Skilled Sales and Service Personnel | 4     | 1      |               | 1      |          |                    |        |        |                           |          |         |                               |            |
| Top Range: \$ 95,000 - \$99,999     | သ     | 1      |               | 1      |          |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 60,000 - \$64,999  | 2     | 1      | 1             |        |          |                    |        |        |                           |          | 1       | 1                             |            |
|                                     | 1     | 1      |               | 1      |          |                    |        |        |                           |          |         |                               |            |
|                                     | Total | 4      | 1             | 3      |          |                    |        |        |                           |          | 1       | 1                             |            |

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

|  | Reporting Period |                            |  |
|--|------------------|----------------------------|--|
|  | 0-71-710         | 1 1070 01 00 1- 0017 10 01 |  |
|  |                  |                            |  |
|  |                  |                            |  |

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

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Saskatchewan Reporting Period 1970-01-02 to 2017-12-01

| Occupational Group                 |       | Þ      | All Employees | 0,     | Ab     | Aboriginal Peoples | les    | Perso  | Persons with Disabilities | bilities | Member  | Members of Visible Minorities | /linorities |
|------------------------------------|-------|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|----------|---------|-------------------------------|-------------|
| Salary Range                       | QTR   | Total  | Men           | Women  | Total  | Men                | Women  | Total  | Men                       | Women    | Total   | Men                           | Women       |
| Col. 1                             |       | Col. 2 | Col. 3        | Col. 4 | Col. 5 | Col. 6             | Col. 7 | Col. 8 | Col. 9                    | Col. 10  | Col. 11 | Col. 12                       |             |
| Supervisors: Crafts and Trades     | 4     |        |               |        |        |                    |        |        |                           |          |         |                               |             |
| Top Range: \$ 60,000 - \$64,999    | 3     |        |               |        |        |                    |        |        |                           |          |         |                               |             |
| Bottom Range: \$ 60,000 - \$64,999 | 2     |        |               |        |        |                    |        |        |                           |          |         |                               |             |
|                                    | _     | 1      | _             |        |        |                    |        |        |                           |          |         |                               |             |
|                                    | Total | 1      | 1             |        |        |                    |        |        |                           |          |         |                               |             |
| Semi-Skilled Manual Workers        | 4     | 1      | 1             |        |        |                    |        |        |                           |          |         |                               |             |
| Top Range: \$ 50,000 - \$54,999    | ω     | 2      | 2             |        |        |                    |        |        |                           |          |         |                               |             |
| Bottom Range: \$ 35,000 - \$39,999 | 2     |        |               |        |        |                    |        |        |                           |          |         |                               |             |
|                                    | _     | _1     | 1             |        |        |                    |        |        |                           |          |         |                               |             |
|                                    | Total | 4      | 4             |        |        |                    |        |        |                           |          |         |                               |             |
| Total Number of Employees          |       | 5      | 5             |        |        |                    |        |        |                           |          |         |                               |             |

| Occupational Group                 |       | ₽      | All Employees |        | Ab     | Aboriginal Peoples | les    | Perso  | Persons with Disabilities | bilities | Member  | Members of Visible Minorities | linorities |
|------------------------------------|-------|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|----------|---------|-------------------------------|------------|
| Salary Range                       | QTR   | Total  | Men           | _      | Total  | Men                | Women  | Total  | Men                       | Women    | Total   | Men                           | Women      |
| Col. 1                             |       | Col. 2 | Col. 3        | Col. 4 | Col. 5 | Col. 6             | Col. 7 | Col. 8 | Col. 9                    | Col. 10  | Col. 11 | Col. 12                       | Col. 13    |
| Senior Managers                    | 4     | 1      | 1             |        |        |                    |        |        |                           |          |         |                               |            |
| Top Range: \$100,000 and over      | 3     |        |               |        |        |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 85,000 - \$89,999 | 2     |        |               |        |        |                    |        |        |                           |          |         |                               |            |
|                                    | 1     | 1      |               | 1      |        |                    |        |        |                           |          |         |                               |            |
|                                    | Total | 2      | 1             | 1      |        |                    |        |        |                           |          |         |                               |            |
| Middle and Other Managers          | 4     | 1      | 1             |        |        |                    |        |        |                           |          |         |                               |            |
| Top Range: \$ 85,000 - \$89,999    | ယ     |        |               |        |        |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 80,000 - \$84,999 | 2     | _1     |               |        |        |                    |        |        |                           |          |         |                               |            |
|                                    | 1     | _1     |               | _1     |        |                    |        |        |                           |          |         |                               |            |
|                                    | Total | 3      | 2             |        |        |                    |        |        |                           |          |         |                               |            |
| Professionals                      | 4     |        |               |        |        |                    |        |        |                           |          |         |                               |            |
| Top Range: \$75,000 - \$79,999     | ဒ     |        |               |        |        |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 75,000 - \$79,999 | 2     |        |               |        |        |                    |        |        |                           |          |         |                               |            |
|                                    | 1     | _1     |               | _1     |        |                    |        |        |                           |          |         |                               |            |
|                                    | Total | 1      |               | 1      |        |                    |        |        |                           |          |         |                               |            |
| Supervisors: Crafts and Trades     | 4     | 4      | မ             | _      |        |                    |        |        |                           |          |         |                               |            |
| Top Range: \$75,000 - \$79,999     | ω     | ယ      | 2             |        |        |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 50,000 - \$54,999 | 2     | 1      | 1             |        |        |                    |        |        |                           |          |         |                               |            |
|                                    | _     |        | _             |        |        |                    |        |        |                           |          | _       | _                             |            |
|                                    | Total | 9      | 7             | 2      |        |                    |        |        |                           |          | ı       | 1                             |            |
|                                    |       |        |               |        |        |                    |        |        |                           |          |         |                               |            |

| Occupational Group                  |       | Þ      | All Employees |        | Ab     | Aboriginal Peoples | les    | Perso  | Persons with Disabilities | bilities | Members | Members of Visible Minorities | linorities |
|-------------------------------------|-------|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|----------|---------|-------------------------------|------------|
| Salary Range                        | QTR   |        | Men           | _      | Total  | Men                | Women  | Total  | Men                       | Women    | Total   | Men                           | Women      |
| Col. 1                              |       | Col. 2 | Col. 3        | Col. 4 | Col. 5 | Col. 6             | Col. 7 | Col. 8 | Col. 9                    | Col. 10  | Col. 11 | Col. 12                       | Col. 13    |
| Skilled Sales and Service Personnel | 4     | 2      | 2             |        |        |                    |        |        |                           |          | 1       | 1                             |            |
| Top Range: \$ 95,000 - \$99,999     | 3     |        |               |        |        |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 80,000 - \$84,999  | 2     |        |               |        |        |                    |        |        |                           |          |         |                               |            |
|                                     | 1     | 1      | 1             |        |        |                    |        |        |                           |          |         |                               |            |
|                                     | Total | 3      | 3             |        |        |                    |        |        |                           |          | 1       | 1                             |            |
| Clerical Personnel                  | 4     | 3      |               | 3      |        |                    |        |        |                           |          |         |                               |            |
| Top Range: \$ 55,000 - \$59,999     | ω     | 3      | 1             | 2      | 1      |                    | 1      |        |                           |          |         |                               |            |
| Bottom Range: \$ 35,000 - \$39,999  | 2     | 7      | 3             | 4      |        |                    |        |        |                           |          | 3       | 2                             | 1          |
|                                     | 1     | 2      |               | 2      |        |                    |        | 1      |                           | 1        |         |                               |            |
|                                     | Total | 15     | 4             | 11     | 1      |                    | 1      | _      |                           | 1        | 3       | 2                             | -1         |
| Semi-Skilled Manual Workers         | 4     |        |               |        |        |                    |        |        |                           |          |         |                               |            |
| Top Range: \$ 95,000 - \$99,999     | ယ     |        |               |        |        |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 35,000 - \$39,999  | 2     | 26     | 24            | 2      | 1      | 1                  |        | _      | _                         |          | သ       | ယ                             |            |
|                                     | _     | 73     | 57            | 16     | 3      | 1                  | 2      | 3      | 3                         |          | 20      | 15                            | 51         |
|                                     | Total | 100    | 81            | 19     | 4      | 2                  | 2      | 4      | 4                         |          | 23      | 18                            | 5          |
| Other Manual Workers                | 4     |        |               |        |        |                    |        | _      | _                         |          |         |                               |            |
| Top Range: \$ 40,000 - \$44,999     | ယ     |        |               |        |        |                    |        |        |                           |          |         |                               |            |
| Bottom Range: \$ 35,000 - \$39,999  | 2     |        |               |        |        |                    |        |        |                           |          |         |                               |            |
|                                     | 1     | 3      | 2             | 1      |        |                    |        |        |                           |          | 1       |                               |            |
|                                     | Total | 4      | 3             | 1      |        |                    |        | J      | l.                        |          | l,      | 1                             |            |
|                                     |       |        |               |        |        |                    |        |        |                           |          |         |                               |            |

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta Reporting Period 1970-01-02 to 2017-12-01

| Total Number of Employees | Col. 1  | Salary Range | Occupational Group            |
|---------------------------|---------|--------------|-------------------------------|
|                           |         | QTR          |                               |
| 137                       | Col. 2  | Total        | 1                             |
| 101                       | Col. 3  | Men          | All Employees                 |
| 36                        | Col. 4  | Women        | o,                            |
| 5                         | Col. 5  | Total        | Abı                           |
| 2                         | Col. 6  | Men          | الم                           |
| ú                         | Col. 7  | Women        | les                           |
| 6                         | Col. 8  | Total        | Perso                         |
| 5                         | Col. 9  | Men          | Persons with Disabilities     |
|                           | Col. 10 | Women        | oilities                      |
| 29                        | Col. 11 | Total        | Members                       |
| 23                        | Col. 12 | Men          | Members of Visible Minorities |
| 6                         | Col. 13 | Women        | linorities                    |

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

Employment and Social Emploi et Développement
Development Canada social Canada

### 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                 |       | ,               | All Employee: | 3               | Ab              | original Peop | oles            | Perso           | ns with Disa  | bilities         | Member           | s of Visible N | /linorities      |
|------------------------------------|-------|-----------------|---------------|-----------------|-----------------|---------------|-----------------|-----------------|---------------|------------------|------------------|----------------|------------------|
| Salary Range<br>Col. 1             | QTR   | Total<br>Col. 2 | Men<br>Col. 3 | Women<br>Col. 4 | Total<br>Col. 5 | Men<br>Col. 6 | Women<br>Col. 7 | Total<br>Col. 8 | Men<br>Col. 9 | Women<br>Col. 10 | Total<br>Col. 11 | Men<br>Col. 12 | Women<br>Col. 13 |
| Middle and Other Managers          | 4     |                 |               |                 |                 |               |                 |                 |               |                  |                  |                |                  |
| Top Range: \$ 85,000 - \$89,999    | 3     |                 |               |                 |                 |               |                 |                 |               |                  |                  |                |                  |
| Bottom Range: \$ 85,000 - \$89,999 | 2     |                 |               |                 |                 |               |                 |                 |               |                  |                  |                |                  |
|                                    | 1     | 1               | 1             |                 |                 |               |                 |                 |               |                  |                  |                |                  |
|                                    | Total | 1               | 1             |                 |                 |               |                 |                 |               |                  |                  |                |                  |
| Supervisors: Crafts and Trades     | 4     |                 |               |                 |                 |               |                 |                 |               |                  |                  |                |                  |
| Top Range: \$ 50,000 - \$54,999    | 3     |                 |               |                 |                 |               |                 |                 |               |                  |                  |                |                  |
| Bottom Range: \$ 50,000 - \$54,999 | 2     |                 |               |                 |                 |               |                 |                 |               |                  |                  |                |                  |
|                                    | 1     | 1               | 1             |                 |                 |               |                 | 1               | 1             |                  |                  |                |                  |
|                                    | Total | 1               | 1             |                 |                 |               |                 | 1               | 1             |                  |                  |                |                  |
| Semi-Skilled Manual Workers        | 4     | 2               | 2             |                 | 1               | 1             |                 |                 |               |                  |                  |                |                  |
| Top Range: \$ 50,000 - \$54,999    | 3     |                 |               |                 |                 |               |                 |                 |               |                  |                  |                |                  |
| Bottom Range: \$ 35,000 - \$39,999 | 2     | 1               | 1             |                 |                 |               |                 |                 |               |                  |                  |                |                  |
|                                    | 1     | 7               | 7             |                 |                 |               |                 |                 |               |                  |                  |                |                  |
|                                    | Total | 10              | 10            |                 | 1               | 1             |                 |                 |               |                  |                  |                |                  |
| Total Number of Employees          |       | 12              | 12            |                 | 1               | 1             |                 | 1               | 1             |                  |                  |                |                  |

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### Iron Mountain Canada Operations ULC (certificate # 060929) FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

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

|                           |                 | All Employees |                 | Al              | original Peopl | es              | Pers            | ons with Disab | ilities         | Membe            | rs of Visible Mi | norities         |
|---------------------------|-----------------|---------------|-----------------|-----------------|----------------|-----------------|-----------------|----------------|-----------------|------------------|------------------|------------------|
| Salary Range              | Total<br>Col. 1 | Men<br>Col. 2 | Women<br>Col. 3 | Total<br>Col. 4 | Men<br>Col. 5  | Women<br>Col. 6 | Total<br>Col. 7 | Men<br>Col. 8  | Women<br>Col. 9 | Total<br>Col. 10 | Men<br>Col. 11   | Women<br>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               |

Canada

| Total Number of Employees | \$ 50,000 and over | \$ 40,000 - \$49,999 | \$ 35,000 - \$39,999 | \$ 30,000 - \$34,999 | \$ 25,000 - \$29,999 | Salary Range     |                               |
|---------------------------|--------------------|----------------------|----------------------|----------------------|----------------------|------------------|-------------------------------|
| 37                        | 2                  | 9                    | 10                   | 10                   | 6                    | Total<br>Col. 1  |                               |
| 30                        | 1                  | 7                    | 10                   | 7                    | 5                    | Men<br>Col. 2    | All Employees                 |
| 7                         | 1                  | 2                    |                      | 3                    | 1                    | Women<br>Col. 3  |                               |
|                           |                    |                      |                      |                      |                      | Total<br>Col. 4  | ΑŁ                            |
|                           |                    |                      |                      |                      |                      | Men<br>Col. 5    | Aboriginal Peoples            |
|                           |                    |                      |                      |                      |                      | Women<br>Col. 6  | es                            |
| 2                         |                    |                      | 1                    | 1                    |                      | Total<br>Col. 7  | Pers                          |
| 2                         |                    |                      | 1                    | 1                    |                      | Men<br>Col. 8    | Persons with Disabilities     |
|                           |                    |                      |                      |                      |                      | Women<br>Col. 9  | ilities                       |
| 12                        | _                  | သ                    | သ                    | 5                    |                      | Total<br>Col. 10 | Membe                         |
| 9                         |                    | 2                    | 3                    | 4                    |                      | Men<br>Col. 11   | Members of Visible Minorities |
| ü                         | 1                  | _                    |                      | _                    |                      | Women<br>Col. 12 | norities                      |

# FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario Reporting Period 1970-01-02 to 2017-12-01

| Total Number of Employees | \$100,000 and over | \$ 85,000 - \$99,999 | \$ 70,000 - \$84,999 | \$ 60,000 - \$69,999 | \$ 50,000 - \$59,999 | \$ 45,000 - \$49,999 | \$ 40,000 - \$44,999 | \$ 37,500 - \$39,999 | \$ 35,000 - \$37,499 | \$ 30,000 - \$34,999 | \$ 25,000 - \$29,999 | Salary Kange     | )                             |
|---------------------------|--------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|------------------|-------------------------------|
| 626                       | 45                 | 13                   | 29                   | 32                   | 68                   | 94                   | 148                  | 49                   | 41                   | 91                   | 16                   | l otal<br>Col. 1 | <br>                          |
| 472                       | 33                 | 8                    | 20                   | 19                   | 52                   | 72                   | 117                  | 40                   | 32                   | 67                   | 12                   | Men<br>Col. 2    | All Employees                 |
| 154                       | 12                 | 5                    | 9                    | 13                   | 16                   | 22                   | 31                   | 9                    | 9                    | 24                   | 4                    | Women<br>Col. 3  |                               |
| 14                        |                    |                      |                      |                      | 3                    | 2                    | 2                    | 2                    | _                    | 3                    | 1                    | Col. 4           | 1                             |
| 9                         |                    |                      |                      |                      | _                    | _                    | 2                    | 2                    |                      | 2                    | 1                    | Men<br>Col. 5    | Aboriginal Peoples            |
| 5                         |                    |                      |                      |                      | 2                    | _                    |                      |                      | _                    | _                    |                      | Women<br>Col. 6  | 1                             |
| 28                        | 2                  | 1                    |                      |                      | 2                    | 3                    | 7                    | 4                    | 2                    | 6                    | 1                    | Col. 7           | Pers                          |
| 22                        | 2                  | _                    |                      |                      | 2                    | 3                    | 4                    | 3                    | 2                    | 4                    | 1                    | Men<br>Col. 8    | Persons with Disabilities     |
| 6                         |                    |                      |                      |                      |                      |                      | 3                    | 1                    |                      | 2                    |                      | Women<br>Col. 9  | oilities                      |
| 291                       | ω                  | 3                    | 10                   | 7                    | 31                   | 58                   | 92                   | 17                   | 23                   | 2 40                 | 7                    | Col. 10          | Memb                          |
| 221                       | 2                  | 2                    |                      | 4                    | 25                   | 3 46                 | 67                   | 13                   | 18                   | 32                   | 5                    | Men<br>Col. 11   | Members of Visible Minorities |
| 70                        |                    |                      | 3                    | <b>4</b><br>3        | 6                    | 12                   | 25                   | 4                    | 5                    | 8                    | 2                    | Women<br>Col. 12 | inorities                     |

# FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Ontario Reporting Period 1970-01-02 to 2017-12-01

| Total Number of Employees | \$ 50,000 and over | \$ 40,000 - \$49,999 | \$ 35,000 - \$39,999 | \$ 30,000 - \$34,999 | \$ 25,000 - \$29,999 | Salary Range     |                               |
|---------------------------|--------------------|----------------------|----------------------|----------------------|----------------------|------------------|-------------------------------|
| 77                        | 1                  | 3                    | 5                    | 7                    | 1                    | Total<br>Col. 1  |                               |
| 13                        |                    | 2                    | 5                    | 5                    | 1                    | Men<br>Col. 2    | All Employees                 |
| 4                         | 1                  | 1                    |                      | 2                    |                      | Women<br>Col. 3  |                               |
|                           |                    |                      |                      |                      |                      | Total<br>Col. 4  | А                             |
|                           |                    |                      |                      |                      |                      | Men<br>Col. 5    | Aboriginal Peoples            |
|                           |                    |                      |                      |                      |                      | Women<br>Col. 6  | les                           |
| 1                         |                    |                      |                      | _                    |                      | Total<br>Col. 7  | Per                           |
| 1                         |                    |                      |                      | 1                    |                      | Men<br>Col. 8    | Persons with Disabilities     |
|                           |                    |                      |                      |                      |                      | Women<br>Col. 9  | oilities                      |
| 10                        |                    |                      | 63                   | 4                    |                      | Total<br>Col. 10 | Memb                          |
| )                         | 1                  | ?                    | ,                    |                      |                      | Men<br>Col. 11   | Members of Visible Minorities |
| 3                         | 1                  | 1                    |                      | 3 1                  |                      | Women<br>Col. 12 | linorities                    |

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| Total Number of Employees | \$100,000 and over | \$ 85,000 - \$99,999 | \$ 70,000 - \$84,999 | \$ 60,000 - \$69,999 | \$ 50,000 - \$59,999 | \$ 45,000 - \$49,999 | \$ 40,000 - \$44,999 | \$ 37,500 - \$39,999 | \$ 35,000 - \$37,499 | \$ 30,000 - \$34,999 | \$ 25,000 - \$29,999 | Salary Kange      | )                             |
|---------------------------|--------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-------------------|-------------------------------|
| 203                       | 6                  | 9                    | 6                    | 12                   | 15                   | 24                   | 43                   | 31                   | 25                   | 14                   | 18                   | l otal<br>Col. 1  |                               |
| 158                       | 4                  | 6                    | 5                    | 9                    | 12                   | 20                   | 37                   | 24                   | 17                   | 10                   | 14                   | Men<br>Col. 2     | All Employees                 |
| 45                        | 2                  | 3                    | 1                    | 3                    | 3                    | 4                    | 6                    | 7                    | 8                    | 4                    | 4                    | Women<br>Col. 3   |                               |
| 4                         |                    |                      |                      |                      |                      | 1                    |                      | 1                    |                      |                      | 2                    | l otal<br>Col. 4  |                               |
| 4                         |                    |                      |                      |                      |                      | 1                    |                      | 1                    |                      |                      | 2                    | Men<br>Col. 5     | Aboriginal Peoples            |
|                           |                    |                      |                      |                      |                      |                      |                      |                      |                      |                      |                      | Col. 6            | 1 1                           |
| 6                         |                    |                      |                      | 1                    |                      |                      | 2                    |                      | 2                    |                      | 1                    | l otal<br>Col. 7  | Pers                          |
| 5                         |                    |                      |                      | 1                    |                      |                      | 2                    |                      | 1                    |                      | 1                    | Men<br>Col. 8     | Persons with Disabilities     |
|                           |                    |                      |                      |                      |                      |                      |                      |                      | 1                    |                      |                      | Women<br>Col. 9   | lities                        |
| 37                        |                    |                      | 1                    | 1                    | 3                    | 4                    | 9                    | 5                    | 6                    | 3                    | 4                    | l otal<br>Col. 10 | Member                        |
| 32                        |                    |                      |                      | 1                    | 2                    | 4                    | 8                    | 5                    | 5                    | 3                    | 3                    | Men<br>Col. 11    | Members of Visible Minorities |
| 5                         |                    |                      | 1                    |                      | 1                    |                      | 1                    |                      | 1                    |                      | 1                    | Women<br>Col. 12  | norities                      |

| 2 | 5 | Col. 1  | Total |                           |   |                    |
|---|---|---------|-------|---------------------------|---|--------------------|
| 2 | 4 | Col. 2  | Men   | All Employees             |   |                    |
|   | 1 | Col. 3  | Women |                           | 70  |                    |
|   |   | Col. 4  | Total | А                         | eporting Peri                             | ra                 |
|   |   | Col. 5  | Men   | Aboriginal Peoples        | od 1970-01-02                             | Part-Time / Quebec |
|   |   | Col. 6  | Women | les                       | Reporting Period 1970-01-02 to 2017-12-01 | ec                 |
|   |   | Col. 7  | Total | Pers                      |   |                    |
|   |   | Col. 8  | Men   | Persons with Disabilities |   |                    |
|   |   | Col. 9  | Women | ilities                   |   |                    |
| _ |   | Col. 10 | Total | Membe                     |   |                    |
| _ |   | Col. 11 | Men   | Members of Visible Mi     |   |                    |
|   |   |         |       | ΙŽ                        | ı   |                    |

| Total Number of Employees | \$ 30,000 - \$34,999 | \$ 25,000 - \$29,999 | Salary Range     |                               |
|---------------------------|----------------------|----------------------|------------------|-------------------------------|
| 7                         | 2                    | 5                    | Total<br>Col. 1  |                               |
| 6                         | 2                    | 4                    | Men<br>Col. 2    | All Employees                 |
| 4                         |                      | 1                    | Women<br>Col. 3  |                               |
|                           |                      |                      | Total<br>Col. 4  | A                             |
|                           |                      |                      | Men<br>Col. 5    | Aboriginal Peoples            |
|                           |                      |                      | Women<br>Col. 6  | les                           |
|                           |                      |                      | Total<br>Col. 7  | Pers                          |
|                           |                      |                      | Men<br>Col. 8    | Persons with Disabilities     |
|                           |                      |                      | Women<br>Col. 9  | ilities                       |
| 1                         | 1                    |                      | Total<br>Col. 10 | Membe                         |
| 1                         | 1                    |                      | Men<br>Col. 11   | Members of Visible Minorities |
|                           |                      |                      | Women<br>Col. 12 | inorities                     |

Form 3 B

|                               | Salary Range     | \$ 25,000 - \$29,999 | \$ 30,000 - \$34,999 | \$ 35,000 - \$37,499 | \$ 37,500 - \$39,999 | \$ 40,000 - \$44,999 | \$ 45,000 - \$49,999 | \$ 50,000 - \$59,999 | \$ 60,000 - \$69,999 | \$ 70,000 - \$84,999 | Total Number of Employees |
|-------------------------------|------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|---------------------------|
|                               | Total<br>Col. 1  | 2                    | 2                    | 3                    | 4                    | 1                    | 6                    | 2                    | 1                    | 2                    | 23                        |
| All Employees                 | Men<br>Col. 2    | 2                    | 1                    | 1                    | 3                    | 1                    | 5                    | 2                    | 1                    | 2                    | 18                        |
|                               | Women<br>Col. 3  |                      | 1                    | 2                    | 1                    |                      | 1                    |                      |                      |                      | 5                         |
| A                             | Total<br>Col. 4  |                      |                      |                      |                      |                      |                      |                      |                      |                      |                           |
| Aboriginal Peoples            | Men<br>Col. 5    |                      |                      |                      |                      |                      |                      |                      |                      |                      |                           |
| es                            | Women<br>Col. 6  |                      |                      |                      |                      |                      |                      |                      |                      |                      |                           |
| Pers                          | Total<br>Col. 7  |                      |                      |                      |                      |                      | 1                    |                      |                      |                      | 1                         |
| Persons with Disabilities     | Men<br>Col. 8    |                      |                      |                      |                      |                      | 1                    |                      |                      |                      | 1                         |
| ilities                       | Women<br>Col. 9  |                      |                      |                      |                      |                      |                      |                      |                      |                      |                           |
| Membe                         | Total<br>Col. 10 |                      |                      |                      |                      |                      |                      |                      |                      |                      |                           |
| Members of Visible Minorities | Men<br>Col. 11   |                      |                      |                      |                      |                      |                      |                      |                      |                      |                           |
| inorities                     | Women<br>Col. 12 |                      |                      |                      |                      |                      |                      |                      |                      |                      |                           |

| Total Number of Employees | \$100,000 and over | \$ 60,000 - \$69,999 | \$ 50,000 - \$59,999 | \$ 40,000 - \$44,999 | \$ 37,500 - \$39,999 | \$ 35,000 - \$37,499 | \$ 30,000 - \$34,999 |         | Salary Range |                               |
|---------------------------|--------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|---------|--------------|-------------------------------|
| 27                        |                    | <u>.</u><br>3        |                      | ω<br>ω               | 51                   | 8                    | <u>ي</u>             | Col. 1  | Total        |                               |
| 11                        | 1                  | 2                    | _                    |                      | 2                    | ω                    | _                    | Col. 2  | Men          | All Employees                 |
| 16                        |                    |                      | ယ                    | 2                    | ယ                    | 5                    | 2                    | Col. 3  | Women        |                               |
| 2                         |                    |                      |                      |                      |                      |                      |                      | Col. 4  | Total        | Ab                            |
|                           |                    |                      |                      |                      |                      |                      |                      | Col. 5  | Men          | Aboriginal Peoples            |
| 2                         |                    |                      |                      |                      |                      |                      |                      | Col. 6  | Women        | SS                            |
| 1                         |                    |                      |                      |                      |                      |                      |                      | Col. 7  | Total        | Persi                         |
|                           |                    |                      |                      |                      |                      |                      |                      | Col. 8  | Men          | Persons with Disabilities     |
| 1                         |                    |                      |                      |                      |                      |                      | _                    | Col. 9  | Women        | ilities                       |
| 1                         |                    |                      |                      |                      |                      |                      |                      | Col. 10 | Total        | Membe                         |
|                           |                    |                      |                      |                      |                      |                      |                      | Col. 11 | Men          | Members of Visible Minorities |
| 4                         |                    |                      |                      |                      |                      | _                    |                      | Col. 12 | Women        | inorities                     |

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# FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Manitoba Reporting Period 1970-01-02 to 2017-12-01

| Total Number of Employees | \$ 85,000 - \$99,999 | \$ 70,000 - \$84,999 | \$ 60,000 - \$69,999 | \$ 50,000 - \$59,999 | \$ 45,000 - \$49,999 | \$ 40,000 - \$44,999 | \$ 37,500 - \$39,999 | \$ 35,000 - \$37,499 | \$ 30,000 - \$34,999 | Salary Range     |                               |
|---------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|------------------|-------------------------------|
| 30                        | _                    | 1                    | 2                    | 1                    | 5                    | 6                    | 1                    | 5                    | 8                    | Total<br>Col. 1  |                               |
| 27                        | _                    |                      | _                    | _                    | 5                    | 6                    | 1                    | 5                    | 7                    | Men<br>Col. 2    | All Employees                 |
| 3                         |                      | _                    | _                    |                      |                      |                      |                      |                      | 1                    | Women<br>Col. 3  |                               |
| 2                         |                      |                      |                      |                      | 1                    | 1                    |                      |                      |                      | Total<br>Col. 4  | At                            |
| 2                         |                      |                      |                      |                      | 1                    | 1                    |                      |                      |                      | Men<br>Col. 5    | Aboriginal Peoples            |
|                           |                      |                      |                      |                      |                      |                      |                      |                      |                      | Women<br>Col. 6  | es                            |
| 4                         |                      |                      |                      |                      |                      |                      |                      | 1                    |                      | Total<br>Col. 7  | Pers                          |
| 4                         |                      |                      |                      |                      |                      |                      |                      | 1                    |                      | Men<br>Col. 8    | Persons with Disabilities     |
|                           |                      |                      |                      |                      |                      |                      |                      |                      |                      | Women<br>Col. 9  | ilities                       |
| 5                         |                      |                      |                      |                      |                      |                      | 1                    | 1                    | 3                    | Total<br>Col. 10 | Membe                         |
| 4                         |                      |                      |                      |                      |                      |                      | 1                    | 1                    | 2                    | Men<br>Col. 11   | Members of Visible Minorities |
| _                         |                      |                      |                      |                      |                      |                      |                      |                      | 1                    | Women<br>Col. 12 | norities                      |

| Total Number of Employees | \$100,000 and over | \$ 85,000 - \$99,999 | \$ 70,000 - \$84,999 | \$ 60,000 - \$69,999 | \$ 50,000 - \$59,999 | \$ 45,000 - \$49,999 | \$ 40,000 - \$44,999 | \$ 37,500 - \$39,999 | \$ 35,000 - \$37,499 | \$ 30,000 - \$34,999 | salary Range | )<br>                         |
|---------------------------|--------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|--------------|-------------------------------|
| 131                       | 2                  | မ                    | 4                    | 7                    | 23                   | 42                   | 44                   |                      | 2                    | 3                    | Col. 1       | 1                             |
| 110                       | 2                  |                      | 2                    | 4                    | 22                   | 41                   | 37                   |                      | _                    | 1                    | Col. 2       | All Employees                 |
| 21                        |                    | 3                    | 2                    | 3                    | _                    |                      | 7                    |                      | _                    | 2                    | Col. 3       |                               |
| 2                         |                    |                      |                      |                      | _                    |                      | 1                    |                      |                      |                      | Col. 4       |                               |
| 2                         |                    |                      |                      |                      | _                    |                      | 1                    |                      |                      |                      | Col. 5       | Aboriginal Peoples            |
|                           |                    |                      |                      |                      |                      |                      |                      |                      |                      |                      | Col. 6       |                               |
| 8                         |                    |                      |                      |                      |                      | 3                    | 5                    |                      |                      |                      | Col. 7       | Pers                          |
| 7                         |                    |                      |                      |                      |                      | 3                    | 4                    |                      |                      |                      | Col. 8       | Persons with Disabilities     |
| ļ                         |                    |                      |                      |                      |                      |                      | 1                    |                      |                      |                      | Col. 9       | ilities                       |
| 95                        | _                  |                      | 2                    | 3                    | 5                    | 14                   | 28                   |                      | _                    | 2                    | Col. 10      | Membe                         |
| 19                        | 1                  |                      | _                    | 3                    | 5                    | 14                   | 25                   |                      | 1                    | 1                    | Col. 11      | Members of Visible Minorities |
| 5                         |                    |                      |                      |                      |                      |                      | 3                    |                      |                      | 1                    | Col. 12      | inorities                     |

| Reporting Period 1970-01-02 to 2017-12-01 | Part-Time / British Columbia | FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY | Iron Mountain Canada Operations ULC (certificate # 060929) |
|---|------------------------------|---|--|
|   |                              |   | Form 3 B   |

| Total Number of Employees | \$ 50,000 and over | \$ 40,000 - \$49,999 | \$ 35,000 - \$39,999 | \$ 30,000 - \$34,999 | Salary Range              |                               |
|---------------------------|--------------------|----------------------|----------------------|----------------------|---------------------------|-------------------------------|
| 8                         | 1                  | 2                    | 4                    | 1                    | Total<br>Col. 1           |                               |
| 7                         | 1                  | 2                    | 4                    |                      | Men<br>Col. 2             | All Employees                 |
| L                         |                    |                      |                      | 1                    | Women<br>Col. 3           |                               |
|                           |                    |                      |                      |                      | Total<br>Col. 4           | A                             |
|                           |                    |                      |                      |                      | Men<br>Col. 5             | Aboriginal Peoples            |
|                           |                    |                      |                      |                      | Women<br>Col. 6           | les                           |
| ,                         |                    |                      | _                    |                      | Total<br>Col. 7           | Per                           |
|                           |                    |                      |                      |                      | Men<br>Col. 8             | Persons with Disabilities     |
| 1                         |                    |                      | 1                    |                      | Women<br>Col. 9           | bilities                      |
|                           |                    |                      |                      |                      | Total<br>Col. 10          | Memb                          |
|                           |                    |                      |                      |                      | Total Men Col. 10 Col. 11 | Members of Visible Minorities |
|                           |                    |                      |                      |                      | Women<br>Col. 12          | /linorities                   |

Form 3 A

# Iron Mountain Canada Operations ULC (certificate # 060929)

# FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Saskatchewan Reporting Period 1970-01-02 to 2017-12-01

| Total Number of Employees | \$ 60,000 - \$69,999 | \$ 50,000 - \$59,999 | \$ 45,000 - \$49,999 | \$ 37,500 - \$39,999 | Salary Range              |                               |  |
|---------------------------|----------------------|----------------------|----------------------|----------------------|---------------------------|-------------------------------|--|
| 5                         | 1                    | 1                    | 2                    | 1                    | Total<br>Col. 1           |                               |  |
| 5                         | 1                    | 1                    | 2                    | 1                    | Men<br>Col. 2             | All Employees                 |  |
|                           |                      |                      |                      |                      | Women<br>Col. 3           | S                             |  |
|                           |                      |                      |                      |                      | Total<br>Col. 4           | A                             |  |
|                           |                      |                      |                      |                      | Men<br>Col. 5             | Aboriginal Peoples            |  |
|                           |                      |                      |                      |                      | Women<br>Col. 6           | les                           |  |
|                           |                      |                      |                      |                      | Total<br>Col. 7           | Pers                          |  |
|                           |                      |                      |                      |                      | Men<br>Col. 8             | Persons with Disabilities     |  |
|                           |                      |                      |                      |                      | Women<br>Col. 9           | oilities                      |  |
|                           |                      |                      |                      |                      | Total Men Col. 10 Col. 11 | Membe                         |  |
|                           |                      |                      |                      |                      | Men<br>Col. 11            | Members of Visible Minorities |  |
|                           |                      |                      |                      |                      | Women<br>Col. 12          | inorities                     |  |

|                               | Salary Range |         | \$ 37,500 - \$39,999 | \$ 45,000 - \$49,999 | \$ 50,000 - \$59,999 | \$ 60,000 - \$69,999 | Total Number of Employees |
|-------------------------------|--------------|---------|----------------------|----------------------|----------------------|----------------------|---------------------------|
|                               | Total        | Col. 1  |                      |                      |                      |                      | 3                         |
| All Employees                 | Men          | Col. 2  | 1 1                  | 2 2                  | 1                    | 1 1                  | 5                         |
| 0                             | Women        | Col. 3  |                      |                      |                      |                      |                           |
| A                             | Total        | Col. 4  |                      |                      |                      |                      |                           |
| Aboriginal Peoples            | Men          | Col. 5  |                      |                      |                      |                      |                           |
| es                            | Women        | Col. 6  |                      |                      |                      |                      |                           |
| Pers                          | Total        | Col. 7  |                      |                      |                      |                      |                           |
| Persons with Disabilities     | Men          | Col. 8  |                      |                      |                      |                      |                           |
| ilities                       | Women        | Col. 9  |                      |                      |                      |                      |                           |
| Membe                         | Total        |         |                      |                      |                      |                      |                           |
| Members of Visible Minorities | Men          | Col. 11 |                      |                      |                      |                      |                           |
| norities                      | Women        | Col. 12 |                      |                      |                      |                      |                           |

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| Total Number of Employees | \$100,000 and over | \$ 85,000 - \$99,999 | \$ 70,000 - \$84,999 | \$ 60,000 - \$69,999 | \$ 50,000 - \$59,999 | \$ 45,000 - \$49,999 | \$ 40,000 - \$44,999 | \$ 37,500 - \$39,999 | \$ 35,000 - \$37,499 | Salary Range     |                               |
|---------------------------|--------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|------------------|-------------------------------|
| 137                       | 1                  | 6                    | 7                    | 6                    | 33                   | 35                   | 35                   | 5                    | 9                    | Total<br>Col. 1  |                               |
| 101                       | 1                  | 4                    | 4                    | 5                    | 25                   | 26                   | 28                   | 3                    | 5                    | Men<br>Col. 2    | All Employees                 |
| 36                        |                    | 2                    | 3                    | 1                    | 8                    | 9                    | 7                    | 2                    | 4                    | Women<br>Col. 3  |                               |
| 5                         |                    |                      |                      |                      | 2                    |                      | 2                    |                      | 1                    | Total<br>Col. 4  |                               |
| 2                         |                    |                      |                      |                      | 1                    |                      | 1                    |                      |                      | Men<br>Col. 5    | Aboriginal Peoples            |
| ω                         |                    |                      |                      |                      | 1                    |                      | 1                    |                      | 1                    | Women<br>Col. 6  |                               |
| 6                         |                    |                      |                      |                      | 1                    | 3                    | 2                    |                      |                      | Total<br>Col. 7  | Pers                          |
| S <sub>1</sub>            |                    |                      |                      |                      | 1                    | 3                    | 1                    |                      |                      | Men<br>Col. 8    | Persons with Disabilities     |
|                           |                    |                      |                      |                      |                      |                      | 1                    |                      |                      | Women<br>Col. 9  | ilities                       |
| 29                        |                    | 1                    |                      |                      | 4                    | 12                   | 7                    | 1                    | 4                    | Total<br>Col. 10 | Membe                         |
| 23                        |                    | 1                    |                      |                      | 4                    | 7                    | 7                    | 1                    | 3                    | Men<br>Col. 11   | Members of Visible Minorities |
| 6                         |                    |                      |                      |                      |                      | 5                    |                      |                      | _                    | Women<br>Col. 12 | norities                      |

Form 3 B

| Total Number of Employees | \$ 40,000 - \$49,999 | \$ 35,000 - \$39,999 | Salary Range     |                               |
|---------------------------|----------------------|----------------------|------------------|-------------------------------|
| 5                         | 4                    | 1                    | Total<br>Col. 1  |                               |
| 4                         | 3                    | 1                    | Men<br>Col. 2    | All Employees                 |
| 1                         | 1                    |                      | Women<br>Col. 3  |                               |
|                           |                      |                      | Total<br>Col. 4  | Al                            |
|                           |                      |                      | Men<br>Col. 5    | Aboriginal Peoples            |
|                           |                      |                      | Women<br>Col. 6  | les                           |
|                           |                      |                      | Total<br>Col. 7  | Pers                          |
|                           |                      |                      | Men<br>Col. 8    | Persons with Disabilities     |
|                           |                      |                      | Women<br>Col. 9  | oilities                      |
| 1                         | 1                    |                      | Total<br>Col. 10 | Membe                         |
| 1                         |                      |                      | Men<br>Col. 11   | Members of Visible Minorities |
|                           | •                    |                      | Women<br>Col. 12 | inorities                     |

|              |        | All Employees |        | Al     | Aboriginal Peoples | es     | Persons | ons with Disabilities | ilities | Member  | Members of Visible Minorities | norities |
|--------------|--------|---------------|--------|--------|--------------------|--------|---------|-----------------------|---------|---------|-------------------------------|----------|
| 'Range       |        | Men           | Women  | Total  | Men                | Women  | Total   | Men                   | Women   | Total   | Men                           | Women    |
|              | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7  | Col. 8                | Col. 9  | Col. 10 | Col. 11                       | Col. 12  |
| - \$39,999   | 1      | 1             |        |        |                    |        |         |                       |         |         |                               |          |
| - \$49,999   | 4      | 3             | 1      |        |                    |        |         |                       |         | 1       | 1                             |          |
| of Employees | 5      | 7             | •      |        |                    |        |         |                       |         | 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

|                           |        | All Employees |        | Al     | ooriginal Peopl | es     | Pers   | ons with Disab | ilities | Membe   | rs of Visible Mi | inorities |
|---------------------------|--------|---------------|--------|--------|-----------------|--------|--------|----------------|---------|---------|------------------|-----------|
| Salary Range              | Total  | Men           | Women  | Total  | Men             | Women  | Total  | Men            | Women   | Total   | Men              | Women     |
|                           | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5          | Col. 6 | Col. 7 | Col. 8         | Col. 9  | Col. 10 | Col. 11          | Col. 12   |
| \$ 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              |         |         |                  |           |

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

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

|  |                 | All Employees |                 | Al              | ooriginal Peopl | es              | Pers            | ons with Disab | ilities         | Membe            | rs of Visible Mi | norities         |
|--|-----------------|---------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------------|-----------------|------------------|------------------|------------------|
| Occupational Group                           | Total<br>Col. 1 | Men<br>Col. 2 | Women<br>Col. 3 | Total<br>Col. 4 | Men<br>Col. 5   | Women<br>Col. 6 | Total<br>Col. 7 | Men<br>Col. 8  | Women<br>Col. 9 | Total<br>Col. 10 | Men<br>Col. 11   | Women<br>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               |

Canada

| Sersons with Mei           | a Disabiliti   | Semi-Skilled Manual Workers         39         38         1         2 | Clerical Personnel 8 2 6 | Administrative and Senior Clerical 1 Personnel 1 | Occupational Group Total Men Women Total Men Women Total Men Women Total Men Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. | All Employees Aboriginal Peoples Persons with |
|----------------------------|--|---|--------------------------|--|---|---|
| Tota<br>Col.               | Persons with Disabil Total Men Col. 7 Col. 8           |   |                          |  |   | original Peoples                              |
| 7 - -                      | ersons with Disabi<br>Men<br>Col. 8                    |   |                          |  | Tota<br>Col.  |   |
| Women<br>Col. 9            |  | 13  | 4                        | 1  | Total<br>Col. 10  | Member  |
| öl. 9 C                    | Member<br>Total<br>Col. 10                             | 13  |                          |  | Men<br>Col. 11  | s of Visible Mir                              |
| Members omen Total Col. 10 | Members of Visible Mir<br>Total Men<br>Col. 10 Col. 11 |   | 3                        | 1  | Women<br>Col. 12  | orities                                       |

Form 4 B

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

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

|  |        | All Employees |        | At     | Aboriginal Peoples | es     | Perso  | Persons with Disabilities | ities  | Member  | Members of Visible Minorities | norities |
|--|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|--------|---------|-------------------------------|----------|
| Occupational Group                           | Total  | Men           | Women  | Total  | Men                | Women  | Total  | Men                       | Women  | Total   | Men                           | Women    |
|  | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7 | Col. 8                    | Col. 9 | Col. 10 | Col. 11                       | Col. 12  |
| Senior Managers                              | 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                             | _        |
| Supervisors: Crafts and Trades               | 32     | 26            | 6      | 1      |                    | 1      |        |                           |        | 10      | 9                             | _        |
| Administrative and Senior Clerical Personnel | 2      | 1             | _1     |        |                    |        |        |                           |        | 1       |                               | 1        |
| Skilled Sales and Service Personnel          | 39     | 23            | 16     | 1      |                    | 1      | 1      | 1                         |        | 2       | 1                             |          |
| Clerical Personnel                           | 108    | 44            | 64     | 2      |                    | 2      | 2      | 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            | ယ      | 3             |        | 1      | 1                  |        |        |                           |        | 2       | 2                             |          |
| Other Manual Workers                         | 5      | 5             |        |        |                    |        |        |                           |        | သ       | မ                             |          |
| Total Number of Employees Hired              | 666    | 503           | 163    | 16     | 10                 | 6      | 29     | 22                        | 7      | 308     | 238                           | 70       |
|  |        |               |        |        |                    |        |        |                           |        |         |                               |          |

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

|  |        | All Employees |        | Al     | Aboriginal Peoples | es     | Pers   | Persons with Disabilities | ilities | Membe   | Members of Visible Minorities | norities |
|--|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|---------|---------|-------------------------------|----------|
| Occupational Group                           |        | Men           | _      | Total  | Men                | Women  | Total  | Men                       | Women   | Total   | Men                           | Women    |
|  | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7 | Col. 8                    | Col. 9  | Col. 10 | Col. 11                       | Col. 12  |
| Administrative and Senior Clerical Personnel | 1      |               | 1      |        |                    |        |        |                           |         | 1       |                               |          |
| Clerical Personnel                           | 4      | 2             | 2      |        |                    |        |        |                           |         | 3       | 1                             |          |
| Semi-Skilled Manual Workers                  | 17     | 16            | _      |        |                    |        | 1      | 1                         |         | 10      | 10                            |          |
| <b>Total Number of Employees Hired</b>       | 22     | 18            | 4      |        |                    |        | 1      | 1                         |         | 14      | 11                            |          |

Form 4 B

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Québec

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

| Occupational Group                  | Total  | All Employees<br>Men | Women  | Total A | Aboriginal Peoples  Men |        | Pers<br>Total | Persons with Disabilities  Men W | llities<br>Women | Membe<br>Total | Members of Visible Minorities   Otal   Men   Won |      |
|-------------------------------------|--------|----------------------|--------|---------|-------------------------|--------|---------------|----------------------------------|------------------|----------------|--|------|
| Occupational Group                  | Col. 1 | Col. 2               | Col. 3 | Col. 4  | Col. 5                  | Col. 6 | Col. 7        | Col. 8                           | col. 9           | Col. 10        | Col. 11  | 11 h |
| Senior Managers                     | 3      | 3                    |        |         |                         |        |               |                                  |                  |                |  |      |
| Middle and Other Managers           | 10     | 7                    | 3      |         |                         |        |               |                                  |                  | 2              |  | _    |
| Professionals                       | 2      | 2                    |        |         |                         |        |               |                                  |                  |                |  |      |
| Supervisors                         | 2      |                      | 2      |         |                         |        |               |                                  |                  | 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    |
| Semi-Skilled Manual Workers         | 116    | 112                  | 4      | 2       | 2                       |        | 4             | 4                                |                  | 22             |  | 22   |
| Other Manual Workers                | ယ      | ယ                    |        |         |                         |        |               |                                  |                  |                |  |      |
| Total Number of Employees Hired     | 221    | 171                  | 09     | 4       | 4                       |        | 9             | 9                                | 1                | 8£             |  | 32   |

|                                 |        | All Employees |        | A      | Aboriginal Peoples | les    | Pers   | Persons with Disabilities | ilities | Membe   | Members of Visible Minorities | norities |
|---------------------------------|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|---------|---------|-------------------------------|----------|
| Occupational Group              | Total  | Men           | Women  | Total  | Men                | Women  | Total  | Men                       | Women   | Total   | Men                           | Women    |
|                                 | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7 | Col. 8                    | Col. 9  | Col. 10 | Col. 11                       | Col. 12  |
| Clerical Personnel              | 1      |               | 1      |        |                    |        |        |                           |         |         |                               |          |
| Semi-Skilled Manual Workers     | 9      | 9             |        |        |                    |        |        |                           |         | 2       | 2                             |          |
| Total Number of Employees Hired | 10     | 9             | 1      |        |                    |        |        |                           |         | 2       | 2                             |          |

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# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Nova Scotia

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

| Occupational Group                  | Total           | All Employees | \Momen          |                 | Aboriginal Peoples | -               | Pers            | Persons with Disabilities | lities          | Members of Visible Minorities | rs of Vi | sible Mi                     |
|-------------------------------------|-----------------|---------------|-----------------|-----------------|--------------------|-----------------|-----------------|---------------------------|-----------------|-------------------------------|----------|------------------------------|
| Occupational Group                  | Total<br>Col. 1 | Men<br>Col. 2 | Women<br>Col. 3 | Total<br>Col. 4 | Men<br>Col. 5      | Women<br>Col. 6 | Total<br>Col. 7 | Men<br>Col. 8             | Women<br>Col. 9 | Total<br>Col. 10              |          | Men Women<br>Col. 11 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                         |                 |                               |          |                              |

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / New Brunswick Reporting Period 1970-01-02 to 2017-12-01

| ~ \(\mathreal\) | Persons with Disabilities  Men Women Col. 8 Col. 9 | Persons with Disabilition Men Col. 8                     |
|-----------------|--|--|
| Tota            | abiliti  | Versons with Disabilities  Men Women To Col. 8 Col. 9 Co |
| - #             | Persons with Disabiliti Men Col. 8                 | Versons with Disabilities  Men Women To Col. 8 Col. 9 Co |

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# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Manitoba Reporting Period 1970-01-02 to 2017-12-01

|  |        | All Employees |        | A      | Aboriginal Peoples | les    | Pers   | Persons with Disabilities | ilities | Membe   | Members of Visible Minorities | norities |
|--|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|---------|---------|-------------------------------|----------|
| Occupational Group                     |        | Men           | Women  | Total  | Men                | Women  | Total  | Men                       | Women   | Total   |                               | Women    |
|  | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7 | Col. 8                    | Col. 9  | Col. 10 | Col. 11                       | Col. 12  |
| Middle and Other Managers              | 1      | 1             |        |        |                    |        |        |                           |         |         |                               |          |
| 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                             |          |
| <b>Total Number of Employees Hired</b> | 36     | 31            | 5      | 2      | 2                  |        | 2      | 2                         |         | 7       | 5                             | 2        |

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| Total Number of Employees Hired | Other Manual Workers | Semi-Skilled Manual Workers | Clerical Personnel | Skilled Sales and Service Personnel | Supervisors: Crafts and Trades | Middle and Other Managers | Senior Managers | Occupational Group |                               |
|---------------------------------|----------------------|-----------------------------|--------------------|-------------------------------------|--------------------------------|---------------------------|-----------------|--------------------|-------------------------------|
| 145                             | 2                    | 93                          | 29                 | 4                                   | 13                             | 3                         | 1               | Total<br>Col. 1    |                               |
| 120                             | 2                    | 89                          | 16                 | 1                                   | 9                              | 2                         | 1               | Men<br>Col. 2      | All Employees                 |
| 25                              |                      | 4                           | 13                 | 3                                   | 4                              | -                         |                 | Women<br>Col. 3    |                               |
| 2                               |                      | 2                           |                    |                                     |                                |                           |                 | Total<br>Col. 4    | Ab                            |
| 2                               |                      | 2                           |                    |                                     |                                |                           |                 | Men<br>Col. 5      | Aboriginal Peoples            |
|                                 |                      |                             |                    |                                     |                                |                           |                 | Women<br>Col. 6    | SE                            |
| 8                               |                      | 5                           | 3                  |                                     |                                |                           |                 | Total<br>Col. 7    | Perso                         |
| 7                               |                      | 4                           | 3                  |                                     |                                |                           |                 | Men<br>Col. 8      | Persons with Disabilities     |
| 1                               |                      | 1                           |                    |                                     |                                |                           |                 | Women<br>Col. 9    | lities                        |
| 62                              | 1                    | 36                          | 18                 | 1                                   | 5                              | 1                         |                 | Total<br>Col. 10   | Membe                         |
| 55                              | 1                    | 36                          | 12                 | 1                                   | 4                              | 1                         |                 | Men<br>Col. 11     | Members of Visible Minorities |
| 7                               |                      |                             | 6                  |                                     | 1                              |                           |                 | Women<br>Col. 12   | norities                      |

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# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / British Columbia Reporting Period 1970-01-02 to 2017-12-01

|                                 | ,      | All Employees |        | AI     | Aboriginal Peoples | es     | Persi  | Persons with Disabilities | lities | Member  | Members of Visible Minorities | norities |
|---------------------------------|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|--------|---------|-------------------------------|----------|
| Occupational Group              |        | Men           | Women  | Total  | Men                | Women  | Total  | Men                       | Women  | Total   | Men                           | Women    |
|                                 | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7 | Col. 8                    | Col. 9 | Col. 10 | Col. 11                       | Col. 12  |
| 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        |

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Saskatchewan Reporting Period 1970-01-02 to 2017-12-01

|                                 |        | All Employees |        | Al     | Aboriginal Peoples | es     | Pers   | Persons with Disabilities | ilities | Member  | Members of Visible Minorities | norities |
|---------------------------------|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|---------|---------|-------------------------------|----------|
| Occupational Group              | Total  | Men           | Women  | Total  | Men                | Women  | Total  | Men                       | Women   | Total   | Men                           | Women    |
|                                 | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7 | Col. 8                    | Col. 9  | Col. 10 | Col. 11                       | Col. 12  |
| Supervisors: Crafts and Trades  | 1      | 1             |        |        |                    |        |        |                           |         |         |                               |          |
| Semi-Skilled Manual Workers     | 4      | 4             |        |        |                    |        |        |                           |         |         |                               |          |
| Total Number of Employees Hired | 5      | 5             |        |        |                    |        |        |                           |         |         |                               |          |

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta Reporting Period 1970-01-02 to 2017-12-01

| Total Number of Employees Hired | Other Manual Workers | Semi-Skilled Manual Workers | Clerical Personnel | Skilled Sales and Service Personnel | Supervisors: Crafts and Trades | Professionals | Middle and Other Managers | Senior Managers | Occupational Group | :                             |
|---------------------------------|----------------------|-----------------------------|--------------------|-------------------------------------|--------------------------------|---------------|---------------------------|-----------------|--------------------|-------------------------------|
| 146                             | 5                    | 108                         | 15                 | 3                                   | 9                              | 1             | 3                         | 2               | l otal<br>Col. 1   |                               |
| 110                             | 4                    | 89                          | 4                  | 3                                   | 7                              |               | 2                         | 1               | Men<br>Col. 2      | All Employees                 |
| 36                              | _                    | 19                          | 11                 |                                     | 2                              | _             | _                         | 1               | col. 3             |                               |
| 5                               |                      | 4                           | 1                  |                                     |                                |               |                           |                 | l otal<br>Col. 4   | 1                             |
| 2                               |                      | 2                           |                    |                                     |                                |               |                           |                 | Men<br>Col. 5      | Aboriginal Peoples            |
| 3                               |                      | 2                           | 1                  |                                     |                                |               |                           |                 | col. 6             | es                            |
| 6                               | 1                    | 4                           | 1                  |                                     |                                |               |                           |                 | l otal<br>Col. 7   | Pers                          |
| 5                               | 1                    | 4                           |                    |                                     |                                |               |                           |                 | Men<br>Col. 8      | Persons with Disabilities     |
| -                               |                      |                             | 1                  |                                     |                                |               |                           |                 | vvomen<br>Col. 9   | lities                        |
| 32                              | 1                    | 26                          | 3                  | 1                                   |                                |               |                           |                 | Col. 10            | Membe                         |
| 26                              | 1                    | 21                          | 2                  | 1                                   | _                              |               |                           |                 | Col. 11            | Members of Visible Minorities |
| 6                               |                      | 5                           | 1                  |                                     |                                |               |                           |                 | Col. 12            | norities                      |

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|                                 |   | All Elliployees |        | ΑU     | Aboriginal Peoples | es     | reis   | reisons with Disabilities | lilles | Mellipel | Members of visible Millorlies | norities |
|---------------------------------|---|-----------------|--------|--------|--------------------|--------|--------|---------------------------|--------|----------|-------------------------------|----------|
| Occupational Group Total        |   |                 | Women  | Total  | Men                | Women  | Total  | Men                       | Women  | Total    | Men                           | Women    |
| Col. 1                          |   | Col. 2          | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7 | Col. 8                    | Col. 9 | Col. 10  | Col. 11                       | Col. 12  |
| 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

Full-Time / Newfoundland and Labrador Reporting Period 1970-01-02 to 2017-12-01

|                                 |                 | All Employees |                 | А               | boriginal Peopl | es              | Pers            | ons with Disab | ilities         | Membe            | rs of Visible Mi | inorities        |
|---------------------------------|-----------------|---------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------------|-----------------|------------------|------------------|------------------|
| Occupational Group              | Total<br>Col. 1 | Men<br>Col. 2 | Women<br>Col. 3 | Total<br>Col. 4 | Men<br>Col. 5   | Women<br>Col. 6 | Total<br>Col. 7 | Men<br>Col. 8  | Women<br>Col. 9 | Total<br>Col. 10 | Men<br>Col. 11   | Women<br>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

|                                     | Employ | ees promoted ( | Employees pro | omoted during | the year are to | be reported or | nly in the occup | ational groups | in which or to | which they hav | e been last pro | moted.)  |
|-------------------------------------|--------|----------------|---------------|---------------|-----------------|----------------|------------------|----------------|----------------|----------------|-----------------|----------|
| Occupational Group                  |        | All Employees  |               | А             | boriginal Peopl | es             | Pers             | ons with Disab | ilities        | Membe          | rs of Visible M | norities |
| Occupational Group                  | Total  | Men            | Women         | Total         | Men             | Women          | Total            | Men            | Women          | Total          | Men             | Women    |
|                                     | Col. 1 | Col. 2         | Col. 3        | Col. 4        | Col. 5          | Col. 6         | Col. 7           | Col. 8         | Col. 9         | Col. 10        | Col. 11         | Col. 12  |
| Senior Managers                     | 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        |

| П   | 1 |
|---|---|
| Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to wh |   |

|  | Employe | es promoted ( | Employees pro | omoted during | the year are to    | be reported on | 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. | ational groups            | in which or to v | vhich they have | e been last pro               | moted.)  |
|--|---------|---------------|---------------|---------------|--------------------|----------------|--|---------------------------|------------------|-----------------|-------------------------------|----------|
|  |         | All Employees |               | A             | Aboriginal Peoples | es             | Pers   | Persons with Disabilities | ilities          | Membe           | Members of Visible Minorities | norities |
| Occupational Group                           | Total   | Men           | Women         | Total         | Men                | Women          | Total  | Men                       | Women            | Total           | Men                           | Women    |
|  | Col. 1  | Col. 2        | Col. 3        | Col. 4        | Col. 5             | Col. 6         | Col. 7   | Col. 8                    | Col. 9           | Col. 10         | Col. 11                       | Col. 12  |
| Administrative and Senior Clerical Personnel | 1       |               | 1             |               |                    |                |  |                           |                  | 1               |                               | 1        |
| Semi-Skilled Manual Workers                  | 1       | 1             |               |               |                    |                |  |                           |                  | 1               | 1                             |          |
| Total Number of Employees Promoted           | 2       | 1             | 1             |               |                    |                |  |                           |                  | 2               | 1                             | 1        |
| Total Number of Promotions                   | 2       | -             |               |               |                    |                |  |                           |                  | 2               | 1                             | 1        |
|  |         |               |               |               |                    |                |  |                           |                  |                 | ı                             |          |

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

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

|   | Employe | es promoted ( | Employees pro | moted during t | the year are to    | be reported or | ly in the occup | ational groups            | in which or to | which they hav | 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.) | moted.)  |
|---|---------|---------------|---------------|----------------|--------------------|----------------|-----------------|---------------------------|----------------|----------------|---|----------|
|   |         | All Employees |               | At             | Aboriginal Peoples | es             | Pers            | Persons with Disabilities | ilities        | Membe          | Members of Visible Minorities   | norities |
| Occupational Group                        | Total   | Men           | Women         | Total          | Men                | Women          | Total           | Men                       | Women          | Total          | Men   | Women    |
|   | Col. 1  | Col. 2        | Col. 3        | Col. 4         | Col. 5             | Col. 6         | Col. 7          | Col. 8                    | Col. 9         | Col. 10        | Col. 11   | Col. 12  |
| Senior Managers                           | 3       | _             | 2             |                |                    |                |                 |                           |                |                |   |          |
| Professionals                             | 2       | 1             | 1             |                |                    |                |                 |                           |                |                |   |          |
| Supervisors                               | 1       |               | 1             |                |                    |                |                 |                           |                | 1              |   |          |
| Supervisors: Crafts and Trades            | 1       |               | -1            |                |                    |                |                 |                           |                |                |   |          |
| Clerical Personnel                        | 1       |               | 1             |                |                    |                |                 |                           |                | 1              |   |          |
| Semi-Skilled Manual Workers               | 1       |               | _             |                |                    |                |                 |                           |                | _              |   |          |
| <b>Total Number of Employees Promoted</b> | 9       | 2             | 7             |                |                    |                |                 |                           |                | 3              |   |          |
| <b>Total Number of Promotions</b>         | 9       | 2             | 7             |                |                    |                |                 |                           |                | 3              |   |          |

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| Employe | es promoted (                | Employees pro   | moted during t  | the year are to   | be reported on   | ly in the occupa   | ational groups   | in which or to v   | hich they have   | been last pror   | noted.)   |
|---------|------------------------------|---|---|---|--|--|--|--|--|--|---|
|         | All Employees                |   | Al  | original Peopl  | es   | Perso  | วทร with Disabi  | lities   | Member   | s of Visible Mir   | norities  |
| Total   | Men                          | Women   | Total   | Men   | Women  | Total  | Men  | Women  | Total  | Men  | Women   |
| Col. 1  | Col. 2                       | Col. 3  | Col. 4  | Col. 5  | Col. 6   | Col. 7   | Col. 8   | Col. 9   | Col. 10  | Col. 11  | Col. 12   |
| 1       |                              | 1   |   |   |  |  |  |  | 1  |  | 1   |
| 1       | 1                            |   |   |   |  |  |  |  |  | 1  |   |
| 2       | 1                            | 1   |   |   |  |  |  |  | 2  | 1  | 1   |
| 2       | -1                           | 1   |   |   |  |  |  |  | 2  |  | _   |
|         | Employe Total Col. 1 1 2 2 2 | Employees promoted ( All Employees Total Men Col. 1 Col. 2  1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | Employees promoted (Employees pro All Employees Total Men Women Col. 1 Col. 2 Col. 3  1 1 1  2 1 1  1 1 | Employees promoted (Employees promoted during to All Employees All Employees Women Col. 1 Col. 2 Col. 3 Col. 4  1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | Employees promoted (Employees promoted during the year are to All Employees Aboriginal People Total Men Women Total Men Col. 1 Col. 2 Col. 3 Col. 4 Col. 5  1 1 1 1  2 1 1  2 1 1  1 1 1  1 1 1  1 1 1  1 1 1  1 1 1 1  1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1 1  1 1 1 1 1 1 1  1 1 1 1 1 1 1  1 1 1 1 1 1 1 1  1 1 1 1 1 1 1 1  1 1 1 1 1 1 1 1 1  1 | Employees promoted (Employees promoted during the year are to be reported on All Employees  Total Men Women Total Men Women Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6  1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | Employees promoted (Employees promoted during the year are to be reported only in the occup:  All Employees  Total Men Women Total Men Women Col. 2  Col. 2  Col. 3  Col. 4  Col. 5  Col. 6  Col. 7  1  1  1  1  1  1  1  1  1  1  1  1  1 | Employees promoted (Employees promoted during the year are to be reported only in the occupational groups  All Employees | Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupational groups in which or to verificate the following in the occupation in the occ | All Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which to the temployees with Disabilities  Aboriginal Peoples Persons with Disabilities  Aboriginal Peoples Persons with Disabilities  Persons with Disabilities  Total Men Women Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 | All Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have  All Employees |

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

|                                    | Employe | Employees promoted (Employees promoted during the year are to be repo | Employees pro | moted during t | the year are to    | be reported or | nly in the occup | ational groups            | in which or to v | which they hav | orted only in the occupational groups in which or to which they have been last promoted.) | moted.)   |
|------------------------------------|---------|---|---------------|----------------|--------------------|----------------|------------------|---------------------------|------------------|----------------|---|-----------|
|                                    |         | All Employees   |               | IV             | Aboriginal Peoples | es             | Pers             | Persons with Disabilities | ilities          | Membe          | Members of Visible Minorities   | inorities |
| Occupational Group                 | Total   | Men   | Women         | Total          | Men                | Women          | Total            | Men                       | Women            | Total          | Men   | Women     |
|                                    | Col. 1  | Col. 2  | Col. 3        | Col. 4         | Col. 5             | Col. 6         | Col. 7           | Col. 8                    | Col. 9           | Col. 10        | Col. 11   | Col. 12   |
| Professionals                      | 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   |               |                |                    |                |                  |                           |                  |                |   |           |

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|                                     | Employe | es promoted ( | Employees pro | moted during | the year are to    | be reported or | າly in the occup | ational groups            | 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. | vhich they have | e been last proi              | moted.)  |
|-------------------------------------|---------|---------------|---------------|--------------|--------------------|----------------|------------------|---------------------------|--|-----------------|-------------------------------|----------|
|                                     |         | All Employees |               | AI           | Aboriginal Peoples | es             | Pers             | Persons with Disabilities | ilities  | Member          | Members of Visible Minorities | norities |
| Occupational Group                  | Total   | Men           | Women         | Total        | Men                | Women          | Total            | Men                       | Women  | Total           | Men                           | Women    |
|                                     | Col. 1  | Col. 2        | Col. 3        | Col. 4       | Col. 5             | Col. 6         | Col. 7           | Col. 8                    | Col. 9   | Col. 10         | Col. 11                       | Col. 12  |
| Skilled Sales and Service Personnel | 1       | 1             |               |              |                    |                |                  |                           |  |                 |                               |          |
| Semi-Skilled Manual Workers         | 1       | 1             |               |              |                    |                |                  |                           |  |                 |                               |          |
| Total Number of Employees Promoted  | 2       | 2             |               |              |                    |                |                  |                           |  |                 |                               |          |
| Total Number of Promotions          | 2       | 2             |               |              |                    |                |                  |                           |  |                 |                               |          |
|                                     |         |               |               |              |                    |                |                  |                           |  |                 |                               |          |

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| nployees promo | oted (Employees p                     | romoted during   | the year are to  | be reported or  | nly in the occup   | ational groups   | in which or to w  | vnich they have  | been last proi   | moted.)  |
|----------------|---------------------------------------|--|--|---|--|--|---|--|--|--|
| All Emplo      | yees                                  | A  | \boriginal Peop  | les   | Pers   | ons with Disabi  | llities   | Member   | s of Visible Mir   | norities   |
|                | Women                                 | Total  | Men  | Women   | Total  | Men  | Women   | Total  | Men  | Women  |
|                | Col. 3                                | Col. 4   | Col. 5   | Col. 6  | Col. 7   | Col. 8   | Col. 9  | Col. 10  | Col. 11  | Col. 12  |
| 1              | 7                                     |  |  |   |  |  |   |  |  |  |
| 1              | 1                                     |  |  |   |  |  |   |  |  |  |
|                |                                       |  |  |   |  |  |   |  |  |  |
|                | All Emplo Total Men Col. 1 Col. 2 1 1 | All Employees  All Employees  Women  Col. 2  Col. 3  1  1  1  1  1  1  1  1  1  1  1  1  1 | All Employees promoted (Employees promoted during All Employees  All Employees  All Col. 2  Col. 3  Col. 4  All Col. 2  All Col. 3  Col. 4  All Col. 3  All Col. 4 | All Employees promoted (Employees promoted during the year are to Aboriginal Peop Women Total Men Col. 2 Col. 3 Col. 4 Col. 5 | All Employees promoted curing the year are to be reported on the promoted during the year are to be reported on the promoted of the promoted o | All Employees promoted (Employees promoted during the year are to be reported only in the occup  All Employees  Aboriginal Peoples  Pers  I Col. 2  Col. 3  Col. 4  Col. 5  Col. 6  Col. 7  I 1  I 1  I 1  I 1  I 1  I 1  I 1  I | All Employees promoted (Employees promoted during the year are to be reported only in the occupational groups  All Employees  Aboriginal Peoples  Persons with Disable Men  Col. 2  Col. 3  Col. 4  Col. 5  Col. 6  Col. 7  Col. 8  1  1  1  1  1  1  1  1  1  1  1  1  1 | All Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to violate the following the year are to be reported only in the occupational groups in which or to violate the following the year are to be reported only in the occupational groups in which or to violate the following the year are to be reported only in the occupational groups in which or to violate the persons with Disabilities  Persons with Disabilities  Men  Vomen  Col. 2  Col. 3  Col. 4  Col. 5  Col. 6  Col. 7  Col. 8  Col. 9 | All Employees promoted curing trie year are to be reported only in the occupational groups in which or to which to the reported only in the occupational groups in which or to which it which | All Employees promoted during the year are to be reported only in the occupational groups in which or to which they have have they have supported outling the year are to be reported only in the occupational groups in which or to which they have have they have a supported outling the year are to be reported only in the occupational groups in which or to which they have have they have a supported outling the year are to be reported only in the occupational groups in which or to which they have have they have a supported only in the occupational groups in which or to which they have have they have a supported only in the occupational groups in which or to which they have they have a supported only in the occupational groups in which or to which they have they have a supported only in the occupational groups in which or to which they have they have a supported only in the occupational groups in which or to which they have they have a supported only in the occupational groups in which or to which they have a supported only in the occupational groups in which or to which they have a supported only in the occupational groups in which or to which they have a supported only in the occupational groups in which or to which they have a supported only in the occupational groups in which or to which they have a supported only in the occupation in which or to which they have a supported only in the occupation in which they have a supported only in the occupation in which or to which they have a supported only in the occupation in which or to which they have a supported only in the occupation in which they have a supported only in the occupation in which is a supported on the occupation in the occupation in which they have a supported on the occupation in the oc |

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|                                     | Employ | ees promoted ( | Employees pro | moted during | the year are to    | 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, | ly in the occup | ational groups            | in which or to v | which they have | e been last pro               | moted.)  |
|-------------------------------------|--------|----------------|---------------|--------------|--------------------|--|-----------------|---------------------------|------------------|-----------------|-------------------------------|----------|
|                                     |        | All Employees  |               | IA           | Aboriginal Peoples | es   | Pers            | Persons with Disabilities | ilities          | Membe           | Members of Visible Minorities | norities |
| Occupational Group                  | Total  | Men            | Women         | Total        | Men                | Women  | Total           | Men                       | Women            | Total           | Men                           | Women    |
|                                     | Col. 1 | Col. 2         | Col. 3        | Col. 4       | Col. 5             | Col. 6   | Col. 7          | Col. 8                    | Col. 9           | Col. 10         | Col. 11                       | Col. 12  |
| 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              | 1             |              |                    |  |                 |                           |                  | 2               | 2                             |          |
| Total Number of Promotions          | 5      | 4              | 1             |              |                    |  |                 |                           |                  | 2               | 2                             |          |

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

|                                    | Employ          | 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.) | Employees pro   | moted during t  | he year are to     | be reported on  | ly in the occup | ational groups            | in which or to v | hich they have   | e been last proi              | noted.)          |
|------------------------------------|-----------------|---|-----------------|-----------------|--------------------|-----------------|-----------------|---------------------------|------------------|------------------|-------------------------------|------------------|
|                                    |                 | All Employees   |                 | Al              | Aboriginal Peoples | es              | Pers            | Persons with Disabilities | lities           | Membe            | Members of Visible Minorities | norities         |
| Occupational Group                 | Total<br>Col. 1 | Men<br>Col. 2   | Women<br>Col. 3 | Total<br>Col. 4 | Men<br>Col. 5      | Women<br>Col. 6 | Total<br>Col. 7 | Men<br>Col. 8             | Women<br>Col. 9  | Total<br>Col. 10 | Men<br>Col. 11                | Women<br>Col. 12 |
| Semi-Skilled Manual Workers        | 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 / Alberta

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

|                                     | Employ          | ees promoted ( | (Employees pro  | omoted during   | the year are to | be reported or  | nly in the occup | ational groups | in which or to  | which they have  | e been last pro  | moted.)          |
|-------------------------------------|-----------------|----------------|-----------------|-----------------|-----------------|-----------------|------------------|----------------|-----------------|------------------|------------------|------------------|
| Occupational Group                  |                 | All Employees  |                 | А               | boriginal Peopl | es              | Pers             | ons with Disab | ilities         | Membe            | rs of Visible Mi | norities         |
| Оссирацопа Group                    | Total<br>Col. 1 | Men<br>Col. 2  | Women<br>Col. 3 | Total<br>Col. 4 | Men<br>Col. 5   | Women<br>Col. 6 | Total<br>Col. 7  | Men<br>Col. 8  | Women<br>Col. 9 | Total<br>Col. 10 | Men<br>Col. 11   | Women<br>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                |                  |

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### Iron Mountain Canada Operations ULC (certificate # 060929)

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

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

|                                      |        | All Employees |        | Al     | boriginal Peopl | es     | Pers   | ons with Disab | ilities | Membe   | rs of Visible Mi | norities |
|--------------------------------------|--------|---------------|--------|--------|-----------------|--------|--------|----------------|---------|---------|------------------|----------|
| Occupational Group                   | Total  | Men           | Women  | Total  | Men             | Women  | Total  | Men            | Women   | Total   | Men              | Women    |
|                                      | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5          | Col. 6 | Col. 7 | Col. 8         | Col. 9  | Col. 10 | Col. 11          | Col. 12  |
| 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        |

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National Reporting Period 1970-01-02 to 2017-12-01

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

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# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

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

|                                      |        | All Employees |        | At     | Aboriginal Peoples | 98     | Perso  | Persons with Disabilities | lities | Member  | Members of Visible Minorities | າorities |
|--------------------------------------|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|--------|---------|-------------------------------|----------|
| Occupational Group                   |        | Men           | Women  | Total  | Men                | Women  | Total  | Men                       | Women  | Total   |                               | Women    |
|                                      | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7 | Col. 8                    | Col. 9 | Col. 10 | Col. 11                       | Col. 12  |
| Middle and Other Managers            | 1      |               | 1      |        |                    |        |        |                           |        |         |                               |          |
| 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                  |        |        |                           |        | 13      | 13                            |          |
| Total Number of Employees Terminated | 40     | 31            | 9      | 2      | 1                  | 1      | 1      |                           | 1      | 17      | 17                            |          |

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## Iron Mountain Canada Operations ULC (certificate # 060929)

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Ontario Reporting Period 1970-01-02 to 2017-12-01

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

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# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Québec Reporting Period 1970-01-02 to 2017-12-01

|                                      |        | All Employees |        | At     | Aboriginal Peoples | es     | Pers   | Persons with Disabilities | ilities | Membe | Members of Visible Minorities | norities |
|--------------------------------------|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|---------|-------|-------------------------------|----------|
| Occupational Group                   | Total  | Men           | Women  |        | Men                |        | Total  | Men                       | Women   |       | Men                           | Women    |
|                                      | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7 | Col. 8                    | Col. 9  |       | Col. 11 Col. 12               | 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       |

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Québec Reporting Period 1970-01-02 to 2017-12-01

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

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Nova Scotia Reporting Period 1970-01-02 to 2017-12-01

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

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / New Brunswick

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

|                                      |        | All Employees |        | AI     | Aboriginal Peoples | es     | Pers   | Persons with Disabilities | ilities | Membe   | Members of Visible Minorities | norities |
|--------------------------------------|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|---------|---------|-------------------------------|----------|
| Occupational Group                   | Total  | Men           | Women  | Total  | Men                | Women  | Total  | Men                       | Women   | Total   | Men                           | Women    |
|                                      | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7 | Col. 8                    | Col. 9  | Col. 10 | Col. 11                       | Col. 12  |
| Skilled Sales and Service Personnel  | 1      | 1             |        |        |                    |        |        |                           |         |         |                               |          |
| Semi-Skilled Manual Workers          | 1      | 1             |        |        |                    |        |        |                           |         |         |                               |          |
| Total Number of Employees Terminated | 2      | 2             |        |        |                    |        |        |                           |         |         |                               |          |

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# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Manitoba Reporting Period 1970-01-02 to 2017-12-01

|                                      |        | All Employees |        | A      | Aboriginal Peoples | les    | Pers   | Persons with Disabilities | ilities | Membe   | Members of Visible Minorities | norities |
|--------------------------------------|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|---------|---------|-------------------------------|----------|
| Occupational Group                   | Total  | Men           | Women  | Total  | Men                | Women  | Total  | Men                       | Women   | Total   | Men                           | Women    |
|                                      | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7 | Col. 8                    | Col. 9  | Col. 10 | Col. 11                       | Col. 12  |
| Supervisors: Crafts and Trades       | 1      | _             |        |        |                    |        |        |                           |         |         |                               |          |
| Clerical Personnel                   | 2      |               | 2      |        |                    |        |        |                           |         | 1       |                               |          |
| Semi-Skilled Manual Workers          | 3      | 3             |        |        |                    |        | 1      | 1                         |         | 1       | 1                             |          |
| Total Number of Employees Terminated | 6      | 4             | 2      |        |                    |        | 1      | -                         |         | 2       | -3                            | _        |

Page 9 of 14

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / British Columbia Reporting Period 1970-01-02 to 2017-12-01

|                                      |        | All Employees |        | AŁ     | Aboriginal Peoples | es     | Perso  | Persons with Disabilities | lities | Member  | Members of Visible Minorities | norities |
|--------------------------------------|--------|---------------|--------|--------|--------------------|--------|--------|---------------------------|--------|---------|-------------------------------|----------|
| Occupational Group                   | Total  | Men           | Women  | Total  | Men                | Women  | Total  | Men                       | Women  | Total   | Men                           | Women    |
|                                      | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5             | Col. 6 | Col. 7 | Col. 8                    | Col. 9 | Col. 10 | Col. 11                       | Col. 12  |
| 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        |

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / British Columbia

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

|          |                               | <u> </u> |        |                           |        |        |                    |        |        |               | _      | <b>Total Number of Employees Terminated</b> |
|----------|-------------------------------|----------|--------|---------------------------|--------|--------|--------------------|--------|--------|---------------|--------|---|
| _        |                               |          |        |                           |        |        |                    |        | _      |               |        | Clerical Personnel                          |
| Col. 12  | Col. 11                       | Col. 10  | Col. 9 | Col. 8                    | Col. 7 | Col. 6 | Col. 5             | Col. 4 | Col. 3 | Col. 2        | Col. 1 |   |
| Women    | Men                           | Total    | Women  | Men                       | Total  | Women  | Men                | Total  | Women  | Men           | Total  | Occupational Group                          |
| norities | Members of Visible Minorities | Member   | lities | Persons with Disabilities | Perso  | es     | Aboriginal Peoples | At     |        | All Employees |        |   |

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Alberta Reporting Period 1970-01-02 to 2017-12-01

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

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Alberta Reporting Period 1970-01-02 to 2017-12-01

|                                      |                 | All Employees |                 | A               | Aboriginal Peoples | es              | Pers            | Persons with Disabilities | lities          | Membe            | Members of Visible Minorities | norities         |
|--------------------------------------|-----------------|---------------|-----------------|-----------------|--------------------|-----------------|-----------------|---------------------------|-----------------|------------------|-------------------------------|------------------|
| Occupational Group                   | Total<br>Col. 1 | Men<br>Col. 2 | Women<br>Col. 3 | Total<br>Col. 4 | Men<br>Col. 5      | Women<br>Col. 6 | Total<br>Col. 7 | Men<br>Col. 8             | Women<br>Col. 9 | Total<br>Col. 10 | Men<br>Col. 11                | Women<br>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

|                                      |        | All Employees |        | Al     | ooriginal Peopl | es     | Pers   | ons with Disab | ilities | Membe   | rs of Visible Mi | inorities |
|--------------------------------------|--------|---------------|--------|--------|-----------------|--------|--------|----------------|---------|---------|------------------|-----------|
| Occupational Group                   | Total  | Men           | Women  | Total  | Men             | Women  | Total  | Men            | Women   | Total   | Men              | Women     |
|                                      | Col. 1 | Col. 2        | Col. 3 | Col. 4 | Col. 5          | Col. 6 | Col. 7 | Col. 8         | Col. 9  | Col. 10 | Col. 11          | Col. 12   |
| 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

|   |               |        |           | Women  |           |     |  |
|---|---------------|--------|-----------|--------|-----------|-----|--|
| Employment Equity Occupational Group              | All Employees | Repres | sentation | Ava    | ilability | 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 |  |



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# Workplace Equity Information Management System - Iron Mountain Canada Operations ULC

## **Workforce Analysis - Summary Report**

005281

Date: 2016-03-03

### **Aboriginal Peoples**

|   |               |                | Aborigi | Aboriginal Peoples |       |          |
|---|---------------|----------------|---------|--------------------|-------|----------|
| Employment Equity Occupational Group              | All Employees | Representation | ntation | Availability       | ility | Gap      |
|   | #             | #              | %       | %                  | #     | #        |
| 01 : Senior Managers                              | 17            | 0              | 0.0 %   | 2.9 %              | 0     | 0        |
| 02 : Middle and Other Managers                    | 42            | 0              | 0.0 %   | 2.2 %              | _     | _        |
| 03 : Professionals                                | 4             | 0              | 0.0 %   | 1.5 %              | 0     | 0        |
| 05 : Supervisors                                  | 10            | 0              | 0.0 %   | 0.9 %              | 0     | 0        |
| 06 : Supervisors: Crafts and Trades               | 63            | _              | 1.6 %   | 3.0 %              | 2     | 1        |
| 07 : Administrative and Senior Clerical Personnel | _             | 0              | 0.0 %   | 0.8 %              | 0     | 0        |
| 08 : Skilled Sales and Service Personnel          | 36            | _              | 2.8 %   | 1.1 %              | 0     | <u> </u> |
| 10 : Clerical Personnel                           | 199           | Ŋ              | 2.5 %   | 1.5 %              | ω     | 2        |
| 12 : Semi-Skilled Manual Workers                  | 585           | 15             | 2.6 %   | 2.0 %              | 12    | ω        |
| 13 : Other Sales and Service Personnel            | ω             | _              | 33.3 %  | 0.8 %              | 0     |          |
| 14 : Other Manual Workers                         | ω             | 0              | 0.0 %   | 0.8 %              | 0     | 0        |
| Total   | 968           | 23             | 2.4 %   | 1.9 %              | 18    | O        |



# Workplace Equity Information Management System - Iron Mountain Canada Operations ULC

005282

## **Workforce Analysis - Summary Report**

Date: 2016-03-03

## **Members of Visible Minorities**

|   |               | _              | Members of | Members of Visible Minorities | rities     |          |
|---|---------------|----------------|------------|-------------------------------|------------|----------|
| Employment Equity Occupational Group              | All Employees | Representation | entation   | Availability                  | bility Gap | J        |
|   | #             | #              | %          | %                             | #          | 74       |
| 01 : Senior Managers                              | 17            | <u> </u>       | 5.9 %      | 10.1 %                        | 2          |          |
| 02 : Middle and Other Managers                    | 42            | 9              | 21.4 %     | 15.0 %                        | 6          | ω        |
| 03 : Professionals                                | 4             | _              | 25.0 %     | 29.2 %                        | _          | 0        |
| 05 : Supervisors                                  | 10            | ω              | 30.0 %     | 36.0 %                        | 4          |          |
| 06 : Supervisors: Crafts and Trades               | 63            | 16             | 25.4 %     | 10.6 %                        | 7          | 9        |
| 07 : Administrative and Senior Clerical Personnel | _             | 0              | 0.0 %      | 37.3 %                        | 0          | 0        |
| 08 : Skilled Sales and Service Personnel          | 36            | 2              | 5.6 %      | 16.0 %                        | 6          | <b>4</b> |
| 10 : Clerical Personnel                           | 199           | 83             | 41.7 %     | 32.7 %                        | 65 1       | 18       |
| 12 : Semi-Skilled Manual Workers                  | 585           | 194            | 33.2 %     | 38.8 %                        | 227 -33    |          |
| 13 : Other Sales and Service Personnel            | ω             | 2              | 66.7 %     | 52.7 %                        | 2          | 0        |
| 14 : Other Manual Workers                         | ω             | 2              | 25.0 %     | 36.9 %                        | ω          |          |
| Total   | 968           | 313            | 32.4 %     | 33.3 %                        | 323 -10    |          |



# Workplace Equity Information Management System - Iron Mountain Canada Operations ULC

## **Workforce Analysis - Summary Report**

Date: 2016-03-03

### **Persons with Disabilities**

|   |               |                | Persons v | Persons with Disabilities | Š          |  |
|---|---------------|----------------|-----------|---------------------------|------------|--|
| Employment Equity Occupational Group              | All Employees | Representation | entation  | Availability              | oility Gap |  |
|   | #             | #              | %         | %                         | #          |  |
| 01/02 : Managers                                  | 59            | _              | 1.7 %     | 4.3 %                     | 3 -2       |  |
| 03 : Professionals                                | 4             | 0              | 0.0 %     | 3.8 %                     | 0 0        |  |
| 05 : Supervisors                                  | 10            | 0              | 0.0 %     | 13.9 %                    | <u> </u>   |  |
| 06 : Supervisors: Crafts and Trades               | 63            | _              | 1.6 %     | 7.8 %                     | 51         |  |
| 07 : Administrative and Senior Clerical Personnel | <u> </u>      | 0              | 0.0 %     | 3.4 %                     | 0 0        |  |
| 08 : Skilled Sales and Service Personnel          | 36            | 0              | 0.0 %     | 3.5 %                     | 1          |  |
| 10 : Clerical Personnel                           | 199           | 6              | 3.0 %     | 7.0 %                     | 14 -8      |  |
| 12 : Semi-Skilled Manual Workers                  | 585           | 30             | 5.1 %     | 4.8 %                     | 28 2       |  |
| 13 : Other Sales and Service Personnel            | ω             | 0              | 0.0 %     | 6.3 %                     | 0 0        |  |
| 14 : Other Manual Workers                         | ω             | 0              | 0.0 %     | 5.3 %                     | 0 0        |  |
| Total   | 968           | 38             | 3.9 %     | 5.5 %                     | 52 -14     |  |
| 1   |               |                |           |                           |            |  |

Total may not equal sum of components due to rounding.



2016-03-03

Workplace Equity Information Management System - Iron Mountain Canada Operations ULC

005284

## **Workforce Analysis - Summary Report**

Date: 2016-03-03

# WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

### Workplace Equity Information Management System - Iron Mountain Canada Operations ULC

### **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

|   |               |        |           | Women  |           |     |
|---|---------------|--------|-----------|--------|-----------|-----|
| Employment Equity Occupational Group              | All Employees | Repres | sentation | Avai   | ilability | 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 |



# Workplace Equity Information Management System - Iron Mountain Canada Operations ULC

## **Workforce Analysis - Summary Report**

005287

Date: 2017-11-30

### **Aboriginal Peoples**

|   |               |                | Aborigi  | <b>Aboriginal Peoples</b> |        |          |
|---|---------------|----------------|----------|---------------------------|--------|----------|
| Employment Equity Occupational Group              | All Employees | Representation | entation | Availability              | bility | Gap      |
|   | #             | #              | %        | %                         | #      | #        |
| 01 : Senior Managers                              | 24            | 0              | 0.0 %    | 2.9 %                     | 1      | <u>.</u> |
| 02 : Middle and Other Managers                    | 46            | 0              | 0.0 %    | 2.2 %                     | _      | <u>.</u> |
| 03 : Professionals                                | 1             | 0              | 0.0 %    | 1.4 %                     | 0      | 0        |
| 05 : Supervisors                                  | 11            | 0              | 0.0 %    | 0.9 %                     | 0      | 0        |
| 06 : Supervisors: Crafts and Trades               | 72            | _              | 1.4 %    | 3.2 %                     | 2      | <u>.</u> |
| 07 : Administrative and Senior Clerical Personnel | ω             | 0              | 0.0 %    | 1.6 %                     | 0      | 0        |
| 08 : Skilled Sales and Service Personnel          | 56            | 0              | 0.0 %    | 1.2 %                     | _      | <u>.</u> |
| 10 : Clerical Personnel                           | 223           | 7              | 3.1 %    | 1.5 %                     | ω      | 4        |
| 12 : Semi-Skilled Manual Workers                  | 774           | 21             | 2.7 %    | 2.1 %                     | 16     | IJ       |
| 13 : Other Sales and Service Personnel            | ω             | _              | 33.3 %   | 0.8 %                     | 0      | <u> </u> |
| 14 : Other Manual Workers                         | 14            | 0              | 0.0 %    | 2.0 %                     | 0      | 0        |
| Total   | 1237          | 30             | 2.4 %    | 2.0 %                     | 24     | o        |



# Workplace Equity Information Management System - Iron Mountain Canada Operations ULC

005288

## **Workforce Analysis - Summary Report**

Date: 2017-11-30

## **Members of Visible Minorities**

|   |               | _              | lembers of | Members of Visible Minorities | rities |          |
|---|---------------|----------------|------------|-------------------------------|--------|----------|
| Employment Equity Occupational Group              | All Employees | Representation | entation   | Availability                  | bility | Gap      |
|   | #             | #              | %          | %                             | #      | #        |
| 01 : Senior Managers                              | 24            | _              | 4.2 %      | 10.1 %                        | 2      | <u>.</u> |
| 02 : Middle and Other Managers                    | 46            | 10             | 21.7 %     | 15.0 %                        | 7      | ယ        |
| 03 : Professionals                                | 11            | ω              | 27.3 %     | 29.4 %                        | ω      | 0        |
| 05 : Supervisors                                  | 11            | 4              | 36.4 %     | 36.9 %                        | 4      | 0        |
| 06 : Supervisors: Crafts and Trades               | 72            | 17             | 23.6 %     | 10.4 %                        | 7      | 10       |
| 07 : Administrative and Senior Clerical Personnel | ω             | 2              | 66.7 %     | 28.9 %                        | _      | <u> </u> |
| 08 : Skilled Sales and Service Personnel          | 56            | 4              | 7.1 %      | 16.5 %                        | 9      | տ        |
| 10 : Clerical Personnel                           | 223           | 104            | 46.6 %     | 32.6 %                        | 73     | 31       |
| 12 : Semi-Skilled Manual Workers                  | 774           | 281            | 36.3 %     | 38.5 %                        | 298    | -177     |
| 13 : Other Sales and Service Personnel            | ω             | 2              | 66.7 %     | 52.7 %                        | 2      | 0        |
| 14 : Other Manual Workers                         | 14            | σı             | 35.7 %     | 37.6 %                        | ъ      | 0        |
| Total   | 1237          | 433            | 35.0 %     | 33.3 %                        | 411    | 22       |



# Workplace Equity Information Management System - Iron Mountain Canada Operations ULC

005289

## **Workforce Analysis - Summary Report**

Date: 2017-11-30

### Persons with Disabilities

|   |               |                | Persons w | Persons with Disabilities | s     |          |
|---|---------------|----------------|-----------|---------------------------|-------|----------|
| Employment Equity Occupational Group                  | All Employees | Representation | ntation   | Availability              | ility | Gap      |
|   | #             | #              | %         | %                         | #     | #        |
| 01/02 : Managers                                      | 70            | ω              | 4.3 %     | 4.3 %                     | ω     | 0        |
| 03 : Professionals                                    | 11            | 0              | 0.0 %     | 3.8 %                     | 0     | 0        |
| 05 : Supervisors                                      | 111           | 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     | ω             | 0              | 0.0 %     | 3.4 %                     | 0     | 0        |
| 08 : Skilled Sales and Service Personnel              | 56            | _              | 1.8 %     | 3.5 %                     | 2     | <u>.</u> |
| 10 : Clerical Personnel                               | 223           | <b>&amp;</b>   | 3.6 %     | 7.0 %                     | 16    | Ö        |
| 12 : Semi-Skilled Manual Workers                      | 774           | 39             | 5.0 %     | 4.8 %                     | 37    | 2        |
| 13 : Other Sales and Service Personnel                | ω             | 0              | 0.0 %     | 6.3 %                     | 0     | 0        |
| 14 : Other Manual Workers                             | 14            | _              | 7.1 %     | 5.3 %                     | _     | 0        |
| Total   | 1237          | 54             | 4.3 %     | 5.4 %                     | 67    | -13      |
| Total may not equal sum of components due to counding |               |                |           |                           |       |          |



Workplace Equity Information Management System - Iron Mountain Canada Operations ULC

005290

## **Workforce Analysis - Summary Report**

Date: 2017-11-30

# WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

### Workplace Equity Information Management System - Iron Mountain Canada Operations ULC

### **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 ↓ ↓ ↓ ↓

| Date of P | revious Workforc | e Analysis |
|-----------|------------------|------------|
| YYYY      | MM               | DD         |
| 2015      | 12               | 15         |

| <b>\</b>    |               | <b>\</b>     |
|-------------|---------------|--------------|
| Data from C | urrent Workfo | rce Analysis |

| Date of C | urrent Workforce | · Analysis |
|-----------|------------------|------------|
| YYYY      | MM               | DD         |
| 2017      | 11               | 30         |

|       |  | 7             | Table 1: Womei   | 1             |
|-------|--|---------------|------------------|---------------|
|       |  | Previ         | ous Workforce An | alysis        |
| Empl  | oyment Equity Occupational Group (EEOG)    | All Employees | Wor              | nen           |
| շաբա  | by ment Equity Occupational Group (EEOG)   |               | 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          |

| 7             | able 5: Women     | L             |
|---------------|-------------------|---------------|
| Curr          | ent Workforce Ana | ılysis        |
| All Employees | Won               | ien           |
|               | 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          |
| 1,231         | 287               | 29.0          |

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

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**Employment Equity Occupational Gro** 

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|             | Previo        | Previous Workforce Analysis | alysis        |
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| TEO C       | All Employees | Aboriginal Peoples          | ป Peoples     |
| oup (EEOO)  |               | Representation              | *yillidaliavA |
|             | #             | #                           | 9/0           |
|             | 17            | 0                           | 5.9           |
|             | 42            | 0                           | 2.2           |
|             | 4             | 0                           | 1.5           |
| 18          | 0             | 0                           | 0.0           |
|             | 10            | 0                           | 6.0           |
|             | 63            |                             | 3.0           |
| l Personnel | 1             | 0                           | 8.0           |
| el          | 36            | _                           | 1.1           |
| •           | 0             | 0                           | 0.0           |
|             | 199           | 5                           | 1.5           |
| sonnel      | 0             | 0                           | 0.0           |
|             | 585           | 15                          | 2.0           |
|             | 3             |                             | 8.0           |
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Supervisors

Semi-Professionals & Technician

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Supervisors: Crafts & Trades
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Skilled Sales & Service Personne
Skilled Crafts & Trades Workers

Intermediate Sales & Service Per-

Clerical Personnel

| Table     | Table 6: Aboriginal Peoples | eoples        |
|-----------|-----------------------------|---------------|
| Curre     | Current Workforce Analysis  | alysis        |
| Imployees | Aboriginal Peoples          | d Peoples     |
|           | Representation              | Availability* |
| #         | #                           | 0%            |
| 24        | 0                           | 2.9           |
| 46        | 0                           | 2.2           |
| 11        | 0                           | 1.4           |
| 0         | 0                           | 0.0           |
| 11        | 0                           | 0.9           |
| 71        | 1                           | 3.2           |
| ယ         | 0                           | 1.6           |
| 56        | 0                           | 1.2           |
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| 222       | 7                           | 1.5           |
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Other Manual Workers

Semi-Skilled Manual Workers
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## Federal Contractors Program Achievement Table Part 1: Workforce Analysis Iron Mountain Canada **2017 November 30**

Data from Previous Workforce Analysis

Data from Current Workforce Analysis

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**Employment Equity** 

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| 33.3            | 313   | 968           |  |
|-----------------|---|---------------|--|
| 36.9            | 2   | 8             | Other Manual Workers                       |
| 52.7            | 2   | 3             | Other Sales & Service Personnel            |
| 38.8            | 194   | 585           | Semi-Skilled Manual Workers                |
| 0.0             | 0   | 0             | Intermediate Sales & Service Personnel     |
| 32.7            | 83  | 199           | Clerical Personnel                         |
| 0.0             | 0   | 0             | Skilled Crafts & Trades Workers            |
| 16.0            | 2   | 36            | Skilled Sales & Service Personnel          |
| 37.3            | 0   | _             | Administrative & Senior Clerical Personnel |
| 10.6            | 16  | 63            | Supervisors: Crafts & Trades               |
| 36.0            | رن<br>ن                                       | 10            | Supervisors                                |
| 0.0             | 0   | 0             | Semi-Professionals & Technicians           |
| 29.2            |   | 4             | Professionals                              |
| 15.0            | 9   | 42            | Middle & Other Managers                    |
| 10.1            |   | 17            | Senior Managers                            |
| %               | #   | #             |  |
| Availability*   | Representation                                |               | ymene Equity Occupanonai Otoup (EEOO)      |
| ible Minorities | Members of Visible Minorities                 | All Employees | wment Family Occumational Crown (FFOC)     |
| alysis          | <b>Previous Workforce Analysis</b>            | Previo        |  |
| e Minorities    | <b>Table 3: Members of Visible Minorities</b> | Table 3: Mei  |  |
|                 |   |               |  |

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11 12 13

| 37.6          | 5                                      | 14            |
|---------------|--|---------------|
| 38.5          | 280                                    | 770           |
| 32.6<br>0.0   | 103<br>0                               | 222<br>0      |
| 0.0           | 0                                      | 56<br>0       |
| 28.9          | 2                                      | ယ             |
| 10.4          | 17                                     | 71            |
| 36,9          | 4                                      | 11            |
|               | 0                                      | 0             |
| 29.4          | ဒ                                      | 11            |
| 15.0          | 10                                     | 46            |
| 10.1          | 1                                      | 24            |
| %             | #                                      | #             |
| Availability* | Representation                         |               |
| ible Minoriti | Members of Visible Minorities          | All Employees |
| ilysis        | Current Workforce Analysis             | Curre         |
| e Minoritie   | Table 7: Members of Visible Minorities | Table 7: Mei  |

|  |  | National Household Survey |
|--|--|---------------------------|
|  |  |                           |

\* Source:

2011 National Household Survey

\* Source:

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

| orkforce A  |   |      |   |        |
|---|---|------|---|--------|
| Data from Previous Workforce Analysis  Date of Previous Workforce Analysis  NYVYY MM DD           |   |      |   |        |
| ta from Previous Workforce Analysis     Date of Previous Workforce Analysis  NYYY MM   DD         |   |      |   | 3      |
| the from Previous Workforce Analysis  ↓ ↓ ↓ ↓  Date of Previous Workforce Analysis  NYYY NMM   DD | ⋖ |      |   | =      |
| rom Previous Workforce Analysis   | 5 | D    | ← | -      |
| om Previous Workforce Analysis  of Previous Workforce Analysis  MM   DD                           | ₹ | atı  |   | T o    |
| Previous Workforce Analysis  ↓  †  †  †  †  †  †  †  †  †  †  †  †                                |   | 9 0  |   | Ē      |
| Previous Workforce Analysis  Previous Workforce Analysis  MM DD                                   |   |      |   |        |
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| ious Workforce Analysis  ious Workforce Analysis  MM DD   |   | ev   |   | ev     |
| us Workforce Analysis   |   | 101  |   | 10     |
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| kforce Analysis   |   | K    |   | ) T    |
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| YYYY | Date of                            | • | ←        | Data from                            |
| MM   | Date of Current Workforce Analysis | • | <b>←</b> | Data from Current Workforce Analysis |
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|                            | Table 4: Persons with Disabilities |
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**Employment Equity Occupational Group (EEOG)** 

All Employees

Representation

Availability\*

Persons with Disabilities

Managers

Professionals

|                 | Employees                 |                                   |   |
|-----------------|---------------------------|-----------------------------------|---|
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|                 | ith Disabiliti            | Analysis                          | Disabilities                              |
|                 | ith Disabilitio           | Analysis                          | Disabilities                              |
|                 | ith Disabilitie           | Analysis                          | <b>Table 8: Persons with Disabilities</b> |
|                 | ith Disabilitie           | Analysis                          | Disabilities                              |
|                 | ith Disabilities          | Analysis                          | Disabilities                              |
|                 | Persons with Disabilities | Analysis                          | Disabilities                              |
|                 | ith Disabilities          | Analysis                          | Disabilities                              |
|                 | ith Disabilities          | Analysis                          | Disabilities                              |
|                 | ith Disabilities          | Analysis                          | Disabilities                              |
|                 | ith Disabilities          | Analysis                          | Disabilities                              |
|                 | ith Disabilities          | Analysis                          | Disabilities                              |
|                 | ith Disabilities          | Analysis                          | Disabilities                              |
| ı Availability* | ith Disabilities          | Analysis                          | Disabilities                              |

| 8 | <u> </u> | 585 | 0 | 199 | 0 | 36 | 1 | 63 | 10 | 0 | 4   | 39 |
|---|----------|-----|---|-----|---|----|---|----|----|---|-----|----|
| 0 | 0        | 30  | 0 | 6   | 0 | 0  | 0 | 1  | 0  | 0 | 0   |    |
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06 07 08 09

Clerical Personnel

Intermediate Sales & Service Personnel

Skilled Crafts & Trades Workers Skilled Sales & Service Personnel Administrative & Senior Clerical Personnel

Supervisors: Crafts & Trades

Supervisors

Semi-Professionals & Technicians

| 1,231 | 14  | 3   | 770 | 0   | 222 | 0   | 56  | 3   | 71  | 11   | 0   | 11  | 70  | # |                | l Employees               | Curr                       |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-----|-----|-----|---|----------------|---------------------------|----------------------------|
| 54    | 1   | 0   | 39  | 0   | 8   | 0   | 1   | 0   | 2   | 0    | 0   | 0   | 5   | # | Representation | Persons with Disabilities | Current Workforce Analysis |
| 5.4   | 5.3 | 6.3 | 4.8 | 0.0 | 7.0 | 0.0 | 3.5 | 3.4 | 7.8 | 13.9 | 0.0 | 3.8 | 4.3 | % | Availability*  | Disabilities              | alysis                     |

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2012 Canadian Survey on Disability

Other Manual Workers

Other Sales & Service Personnel Semi-Skilled Manual Workers

2012 Canadian Survey on Disability

\* Source:

| 2017 November 30 | Iron Mountain Canada | Part 2: Flow Data Analysis | Federal Contractors Program Achievement Table |
|------------------|----------------------|----------------------------|---|
|                  |                      |                            | 005296  |

|   |                      | Start I        | Start Date of Flow Data YY MM D | Data DD     | End Date o  YYYY M   | Date of Flow Data  MM I | Data DD              |          |                      |            |                              |            |
|---|----------------------|----------------|---------------------------------|-------------|----------------------|-------------------------|----------------------|----------|----------------------|------------|------------------------------|------------|
|   |                      | 10.7           | :                               | , c         | LOS.                 | :                       |                      |          |                      |            |                              |            |
|   | Data                 | îrom Forn      | Data from Form 4 - Employees    | oyees       | Data from            |                         | Form 5 - Employees   | )yees    | Data f               | rom Forn   | Data from Form 6 - Employees | oyees      |
|   |                      | Hired          | ed                              |             |                      | Promoted                | oted                 |          |                      | Termi      | Terminated                   |            |
|   | ←                    | ←              | <b>←</b>                        | ←           | <b>←</b>             | ←                       | ←                    | <b>←</b> | ←                    | ←          | <b>←</b>                     | ←          |
|   |                      | Table 1: Women | Women                           |             |                      | Table 5:                | Women                |          |                      | Table 9:   | Women                        |            |
|   | Full-time / National | 'National      | Part-time / National            | National    | Full-time / National | / National              | Part-time / National | National | Full-time / National | National   | Part-time / National         | / National |
| Employment Equity Occupational Group          | All                  | Women Hired    | All                             | Women Hired | All                  | Women                   | All                  | Women    | All                  | Women      | All                          | Women      |
| (EECO)  |                      |                |                                 |             | Promoted             | Promoted                | Promoted             | Promoted | Terminated           | Terminated | Terminated                   | Lermmated  |
|   | #                    | #              | #                               | #           | #                    | #                       | #                    | #        | #                    | #          | #                            | #          |
| 01 Senior Managers                            | 24                   | 01             | 0                               | 0           | 3                    | 2                       | 0                    | 0        | 0                    | 0          | 0                            | 0          |
| 02 Middle & Other Managers                    | 50                   | 16             | 0                               | 0           | 0                    | 0                       | 0                    | 0        | 1                    |            | 0                            | 0          |
| 03 Professionals                              | 11                   | υ.             | 0                               | 0           | 2                    |                         | 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           |                      |                         | 0                    | 0        | 1                    | _          | 0                            | 0          |
| 06 Supervisors: Crafts & Trades               | 80                   | 14             | 0                               | 0           |                      |                         | 0                    | 0        |                      | 0          | 0                            | 0          |
| 07 Administrative & Senior Clerical Personnel | 2                    | _              | _                               |             | 0                    | 0                       |                      |          | 0                    | 0          | 0                            | 0          |
| 08 Skilled Sales & Service Personnel          | 64                   | 28             | 0                               | 0           | 0                    | 0                       | 0                    | 0        | 6                    | رن<br>ن    | 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                    | <u>ن</u>   | 0                            | 0          |
| 11 Intermediate Sales & Service Personnel     | 0                    | 0              | 0                               | 0           | _                    |                         | 0                    | 0        | 0                    | 0          | 0                            | 0          |
| 12 Semi-Skilled Manual Workers                | 790                  | 82             | 39                              |             | 0                    | 0                       | _                    | 0        | 24                   | _          | 5                            | 0          |
| 13 Other Sales & Service Personnel            | (3)                  | 0              | 0                               | 0           | _                    |                         | 0                    | 0        | 0                    | 0          | 0                            | 0          |
| 14 Other Manual Workers                       | 15                   | _              | 0                               | 0           | 0                    | 0                       | 0                    | 0        | 0                    | 0          | 0                            | 0          |
| Total   | 1,285                | 300            | 48                              | 8           | 9                    | 7                       | 2                    | 1        | 40                   | 9          | 5                            | 0          |

| Iron Mountain Canada | Part 2: Flow Data Analysis | Federal Contractors Program Achievement Table    |
|----------------------|----------------------------|--|
|                      |                            |  |
|                      | Iron Mountain Canada       | Part 2: Flow Data Analysis  Iron Mountain Canada |

| 14 Other Manual Workers 15 0 0 0 0 | Other Mennel Western | 13 Other Sales & Service Personnel 3 1 0 0 1 0 | 12 Semi-Skilled Manual Workers         790         0         39         0         0         0 | 11 Intermediate Sales & Service Personnel 0 22 0 0 1 0 | 10 Clerical Personnel 234 7 8 0 0 0 | 09 Skilled Crafts & Trades Workers         0 | 08 Skilled Sales & Service Personnel   64   1   0   0   0 | 07   Administrative & Senior Clerical Personnel   2   0   1   0   0   0 | 06 Supervisors: Crafts & Trades         80         1         0         0         1         0 | 05 Supervisors 12 0 0 0 1 0 | 04 Semi-Professionals & Technicians 0 0 0 0 0 0 | 03 Professionals 11 0 0 0 2 0 | 02 Middle & Other Managers         50         0         0         0         0         0         0 | 01 Senior Managers         24         0         0         0         3         0 |     | Hired Coprosition Hired Coprosition Promoted Promoted | Employees Peoples Hired Employees Peoples Peoples | All Aboriginal       | Full-time / National Part-time | Table 2: Aboriginal Peoples Table 6: Aborigina |          | Hired      | Data from Form 4 - Employees Data from Form 5 - | 2017   11   30   2017   11   3 | YYYY MM DD YYYYY MM E | Start Date of Flow Data End Date of Flow Data |
|------------------------------------|----------------------|--|---|--|-------------------------------------|--|---|---|--|-----------------------------|---|-------------------------------|---|---|-----|---|---|----------------------|--|--|----------|------------|---|--------------------------------|-----------------------|---|
| •                                  | 0 0 0                | 0 0  | 0 1 0   | 0 0  | 0 0 0                               | 0 0  | 0 0 0   | 0 1 0   | 0 0  | 0 0 0                       | 0 0   | 0 0 0                         | 0 0 0   | 0 0 0   | # # | oted Promoted Promoted                                | Employees   | ginal All Aboriginal | nal Part-time / National   | Aboriginal Peoples                             | <b>+</b> | Promoted   | n Form 5 - Employees                            | 30                             | M DD                  | Flow Data                                     |
| 40 2                               | 0 0                  | 0  | 24 1  | 0 0  | 7 0                                 | 0  | 6 1   | 0   | 1 0  | 1 0                         | 0   | 0                             | 1 0   | 0 0   | # # | Terminated Terminated Ter                             |   | All Aboriginal       | Full-time / National Pa  | Table 10: Aboriginal Peoples                   | <b>+</b> | Terminated | Data from Form 6 - Employees                    |                                |                       |   |
| 5 0                                | 0 0                  | 0 0  | 5 0   | 0  | 0                                   | 0  | 0 0   | 0   | 0  | 0                           | 0   | 0                             | 0 0   | 0 0   | # # | Terminated Terminated                                 | Employees Peoples                                 | All Aboriginal       | Part-time / National   | nal Peoples                                    | <b>+</b> | ed         | - Employees                                     |                                |                       |   |

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### Part 2: Flow Data Analysis

### Iron Mountain Canada

### **2017 November 30**

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Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Table 3: Persons with Disabilities

Full-time / National

Part-time

| _  |   |  |
|----|---|--|
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Data from Form 6 - Employees Terminated

| Full-time / National  All Employees Terminated  # # # # # # # # #  0 0 0 0 0 0 0 0 0 0   |  |                                |  |                                |
|--|--|--------------------------------|--|--------------------------------|
| Persons with Disabilities Employees Terminated Terminat | 0  | 0                              | 0  | 1                              |
| Persons with Disabilities Employees Disabilities Employees Terminated Terminated # # #   | 0  | 0                              | 0  | 0                              |
| Persons with Disabilities Employees Terminated Terminat | 0  | 0                              | 0  | 0                              |
| Persons with Disabilities Employees Disabilities Terminated Terminated Terminated # # #  | 0  | 0                              | 0  | _                              |
| Persons with All Disabilities Employees Terminated # #   | 0  | 0                              | 0  | 0                              |
| Persons with All Disabilities Employees Terminated Terminated  | #  | #                              | #  | #                              |
|  | Persons with<br>Disabilities<br>Terminated | All<br>Employees<br>Terminated | Persons with<br>Disabilities<br>Terminated | All<br>Employees<br>Terminated |
| THE TANK THE PROPERTY OF THE P | / National                                 | Part-time                      | / National                                 | Full-time                      |
|  | TOTTICE                                    | WICH DISC                      | 1. 1 61 30 113                             | Table                          |

|    |            | ,     |   |       |
|----|------------|-------|---|-------|
| 48 | <b>5</b> 2 | 1.285 | al  | Total |
| 0  | 1          | 15    | 14 Other Manual Workers                       | 14    |
| 0  | 0          | 3     | 13 Other Sales & Service Personnel            | 13    |
| 39 | 39         | 790   | 12 Semi-Skilled Manual Workers                | 12    |
| 0  | 0          | 0     | 11 Intermediate Sales & Service Personnel     | 1     |
| 8  | 8          | 234   | 10 Clerical Personnel                         | 10    |
| 0  | 0          | 0     | 09 Skilled Crafts & Trades Workers            | 09    |
| 0  |            | 64    | 08 Skilled Sales & Service Personnel          | 08    |
| _  | 0          | 2     | 07 Administrative & Senior Clerical Personnel | 07    |
| 0  | 2          | 80    | 06 Supervisors: Crafts & Trades               | 90    |
| 0  | 0          | 12    | 05 Supervisors                                | 05    |
| 0  | 0          | 0     | 04 Semi-Professionals & Technicians           | 04    |
| 0  | 0          | 11    | 03 Professionals                              | 03    |
| 0  |            | 50    | 02 Middle & Other Managers                    | 02    |
| 0  | 2          | 24    | 01 Senior Managers                            | 01    |

**Employment Equity Occupational Group** 

Employees Hired

Persons with Disabilities Hired

All Employees Hired

| #                                    | #                              | #  | # 0 0 0 1 1 0 0 0 1 0 0 0 0 0 0 0 0 0 0 | #  | #<br>0 0 0 0 1 0 0 0 0 0     | #  | # 3<br>0<br>0<br>2<br>2<br>1<br>1<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0 | #                                     |
|--------------------------------------|--------------------------------|--|---|--|------------------------------|--|---|---------------------------------------|
| Persons with Disabilities Terminated | All<br>Employees<br>Terminated | Persons with<br>Disabilities<br>Terminated | All<br>Employees<br>Terminated          | Persons with<br>Disabilities<br>Promoted | All<br>Employees<br>Promoted | Persons with<br>Disabilities<br>Promoted | All<br>Employees<br>Promoted  | Persons with<br>Disabilities<br>Hired |
| e/Na                                 | Part-time / National           | Full-time / National                       | Full-time                               | Part-time / National                     | Part-time                    | Full-time / National                     | Full-time   | /National                             |

| 2017 November 30 | Iron Mountain Canada | Part 2: Flow Data Analysis | Federal Contractors Program Achievement Table |
|------------------|----------------------|----------------------------|---|
|                  |                      |                            | 00  |

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Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

| 2017 | AAAA | End I            |
|------|------|------------------|
| 11   | MM   | End Date of Flow |
| 30   | aa   | / Data           |

|   | •                         | •  | •                         | •  |                    |
|---|---------------------------|--|---------------------------|--|--------------------|
|   | Table 4:                  | Table 4: Members of Visible Minorities       | f Visible N               | <b>1</b> inorities                           | Tab                |
|   | Full-time / National      | / National                                   | Part-time / National      | / National                                   | Full               |
| Employment Equity Occupational Group (EEOG)   | All<br>Employees<br>Hired | Members of<br>Visible<br>Minorities<br>Hired | All<br>Employees<br>Hired | Members of<br>Visible<br>Minorities<br>Hired | A<br>Emple<br>Prom |
|   | #                         | #  | #                         | #  | +                  |
| 01 Senior Managers                            | 24                        |  | 0                         | 0  |                    |
| 02 Middle & Other Managers                    | 50                        | 10   | 0                         | 0  |                    |
| 03 Professionals                              | 11                        | Ç.   | 0                         | 0  |                    |
| 04 Semi-Professionals & Technicians           | 0                         | 0  | 0                         | 0  |                    |
| 05 Supervisors                                | 12                        | 4  | 0                         | 0  |                    |
| 06 Supervisors: Crafts & Trades               | 80                        | 18   | 0                         | <u> </u>                                     |                    |
| 07 Administrative & Senior Clerical Personnel | 2                         |  | <u></u>                   | 1  |                    |
| 08 Skilled Sales & Service Personnel          | 64                        | 4  | 0                         | 0  |                    |
| 09 Skilled Crafts & Trades Workers            | 0                         | 0  | 0                         | 0  |                    |
| 10 Clerical Personnel                         | 234                       | 109  | 8                         | 4  |                    |
| 11 Intermediate Sales & Service Personnel     | 0                         | 0  | 0                         | 0  |                    |
| 12 Semi-Skilled Manual Workers                | 790                       | 291  | 39                        | 13   |                    |
| 13 Other Sales & Service Personnel            | 3                         | 2  | 0                         | 0  |                    |
| 14 Other Manual Workers                       | 15                        | 5  | 0                         | 0  |                    |
| Total   | 1,285                     | 448  | 48                        | 18   |                    |
|   |                           |  |                           |  |                    |

| o <b>–</b> | 0          | 0 | 0 | 0   |   | 0 | 2 | 0 | 3 | # | All<br>Employees<br>Promoted                    | Full-time            | Table 8:                      | <b> </b>   |
|------------|------------|---|---|-----|---|---|---|---|---|---|---|----------------------|-------------------------------|------------|
| 1          | 0          | 0 | 0 | 0   | 0 | 0 | 0 | 0 | 0 | # | Members of<br>Visible<br>Minorities<br>Promoted | Full-time / National | Members of Visible Minorities | <b> </b>   |
| 0          | 1          | 0 | 0 | 1   | 0 | 0 | 0 | 0 | 0 | # | All<br>Employees<br>Promoted                    | Part-time            | of Visible N                  | <b> </b> ← |
| 0          | <b>—</b> c | 0 | 0 | 0 - | 0 | 0 | 0 | 0 | 0 | # | Members of<br>Visible<br>Minorities<br>Promoted | Part-time / National | Minorities                    | <b> </b> ← |
|            |            |   |   |     |   |   |   |   |   |   |   |                      |                               | 1          |

| 0     | # | All<br>Employees<br>Terminated           | Full-time            | Table 12:                               | <b>4</b> |
|-------|---|--|----------------------|---|----------|
| 0     | # | Members of Visible Minorities Terminated | Full-time / National | Table 12: Members of Visible Minorities | 4        |
| 0 0 0 | # | All<br>Employees<br>Terminated           | Part-time            | of Visible                              | 4        |
| 0 0   | # | Members of Visible Minorities Terminated | Part-time / National | Minorities                              | <b>4</b> |

| All<br>Employees<br>erminated | Members of<br>Visible<br>Minorities<br>Terminated | All<br>Employees<br>Terminated | Members of<br>Visible<br>Minorities<br>Terminated |
|-------------------------------|---|--------------------------------|---|
| #                             | #   | #                              | #   |
| 0                             | 0   | 0                              | 0   |
| 1                             | 0   | 0                              | 0   |
| 0                             | 0   | 0                              | 0   |
| 0                             | 0   | 0                              | 0   |
| 1                             | 0   | 0                              | 0   |
| 1                             | 0   | 0                              | 0   |
| 0                             | 0   | 0                              | 0   |
| 6                             | 0   | 0                              | 0   |
| 0                             | 0   | 0                              | 0   |
| 7                             | 4   | 0                              | 0   |
| 0                             | 0   | 0                              | 0   |
| 24                            | 13  | 5                              | 4   |
| 0                             | 0   | 0                              | 0   |
| 0                             | 0   | 0                              | 0   |
| 40                            | 17  | 5                              | 4   |

**Data from Previous Goals** 

**Data from Current Goals** 

**←** 

| Employment Equity Occupational Group (EEOG)  O1 Senior Managers O2 Middle & Other Managers O3 Professionals O4 Semi-Professionals & Technicians | Duration of Short-term   To YYYY   YYYY   YYYY   2015   Table | ration of Previous G           term         Lon           To         From           YYYY         YYYY           2015         2015           Table 1: Women           Women         Long-1           %         #           50.0         #           0.0         0.0           0.0         0.0           0.0         0.0 | Table 1:   Women   From Goals | s    | Duration | Table 5: W  Women  To  YYYY  Table 5: W  Fin Goals  67.0  50.0  100.0  0.0 | Con 201 | Goals   To   To   YYYY   To   YYYY   To   To |
|---|---|--|-------------------------------|------|----------|--|---------|--|
|   | 0   | 50.0   | 0                             | 50.0 | 0        | 67.0<br>50.0   | 0       |  |
|   | 0   | 0.0  | 0                             | 0.0  | 0        | 0.001  | 0       |  |
|   | 0   | 0.0  | 00                            | 0.0  | 0        | 0.0  | 0       |  |
| 05 Supervisors 06 Supervisors: Crafts & Trades  | 0   | 0.0  | 0 0                           | 0.0  | 0        | 0.0  | 0       |  |
| 07 Administrative & Senior Clerical Personnel   | 0   | 0.0  | 0                             | 0.0  | 0        | 0.0  | 0       |  |
| 08 Skilled Sales & Service Personnel  | 0   | 0.0  | 0                             | 0.0  | 0        | 0.0  | 0       |  |
| 09 Skilled Crafts & Trades Workers  | 0   | 0.0  | 0                             | 0.0  | 0        | 0.0  | 0       |  |
| 10 Clerical Personnel   | 0   | 50.0   | 0                             | 50.0 | 0        | 50.0   | 0       |  |
| 11 Intermediate Sales & Service Personnel   | 0   | 0.0  | 0                             | 0.0  | 0        | 0.0  | 0       |  |
| 12 Semi-Skilled Manual Workers  | 0   | 10.0   | 0                             | 10.0 | 0        | 20.0   | 0       |  |
| 13 Other Sales & Service Personnel  | 0   | 0.0  | 0                             | 0.0  | 0        | 0.0  | 0       |  |
| 14 Other Manual Workers   | 0   | 0.0  | 0                             | 0.0  | 0        | 0.0  | 0       |  |
| Total   | 0   | 0.0  | 0                             | 0.0  | 0        | 0.0  | 0       |  |

**Data from Previous Goals** 

**Data from Current Goals** 

|       |   | <b>+</b>         | <b>+</b>                    | <b>←</b>    | <b>←</b>        | <b>←</b>       | <b>←</b>         | <b>←</b>                    | <b>←</b>        |
|-------|---|------------------|-----------------------------|-------------|-----------------|----------------|------------------|-----------------------------|-----------------|
|       |   | ם                | Duration of Previous Goals  | revious Goa | Is              | -              | uration of (     | Duration of Current Goals   | S               |
|       |   | Short-term       | -term                       | Long-term   | -term           | Short          | Short-term       | Long                        | Long-term       |
|       |   | From             | To                          | From        | To              | From           | To               | From                        | To              |
|       |   | AAAA             | YYYY                        | YYYY        | AAAA            | AAAA           | AAAA             | AAAA                        | AAAA            |
|       |   | 2015             | 0                           | 2015        | 0               | 2017           | 0                | 2017                        | 0               |
|       | _   | Tah              | Table 2: Aboriginal Peoples | iginal Peo  | nles            | T <sub>2</sub> | le 6: Abor       | Table 6: Aboriginal Peoples | nles            |
|       |   |                  | Aboriginal Peoples          | il Peoples  |                 |                | Aborigin         | Aboriginal Peoples          |                 |
| Emplo | Employment Equity Occupational Group (EEOG) | Short-term Goals | m Goals                     | Long-ter    | Long-term Goals | Short-te       | Short-term Goals | Long-ter                    | Long-term Goals |
|       |   | #                | 9/0                         | #           | 9/0             | #              | 0/0              | #                           | %               |
| 01    | Senior Managers                             | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 02    | Middle & Other Managers                     | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 03    | Professionals                               | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 04    | Semi-Professionals & Technicians            | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 05    | Supervisors                                 | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 06    | Supervisors: Crafts & Trades                | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 07    | Administrative & Senior Clerical Personnel  | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 08    | Skilled Sales & Service Personnel           | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 09    | Skilled Crafts & Trades Workers             | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 10    | Clerical Personnel                          | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 11    | Intermediate Sales & Service Personnel      | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 12    | Semi-Skilled Manual Workers                 | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 13    | Other Sales & Service Personnel             | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| 14    | Other Manual Workers                        | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |
| Total |   | 0                | 0.0                         | 0           | 0.0             | 0              | 0.0              | 0                           | 0.0             |

| 0.0                                | 0.0                       | 0.0             | 0                         | 0.0                                |         | Total  |
|------------------------------------|---------------------------|-----------------|---------------------------|------------------------------------|---------|--|
| 0.0                                | 0.0                       | 0.0             | 0                         | 0   0.0                            |         | 14 Other Manual Workers                            |
| 0.0                                | 0.0                       | 0.0             | 0                         | 0.0                                |         | 13 Other Sales & Service Personnel                 |
| 0.0                                | 0.0                       | 0.0             | 0                         | 0.0                                |         | 12 Semi-Skilled Manual Workers                     |
| 0.0                                | 0.0                       | 0.0             | 0                         | 0.0                                | _       | 11 Intermediate Sales & Service Personnel          |
| 0                                  | 0 30.0                    | 30.0            | 0                         | 0 30.0                             |         | 10 Clerical Personnel                              |
| 0.0                                | 0.0                       | 0.0             | 0                         | 0.0                                |         | 09 Skilled Crafts & Trades Workers                 |
| 0                                  | 0.0                       | 0.0             | 0                         | 0.0                                |         | 08 Skilled Sales & Service Personnel               |
| 0                                  | 0.0                       | 0.0             | 0                         | 0.0                                |         | 07 Administrative & Senior Clerical Personnel      |
| 0                                  | 0 50.0                    | 50.0            | 0                         | 0 50.0                             |         | 06 Supervisors: Crafts & Trades                    |
| 0                                  | 0 50.0                    | 50.0            | 0                         | 0 50.0                             |         | 05 Supervisors                                     |
| 0.0                                | 0.0                       | 0.0             | 0                         | 0.0                                | _       | 04   Semi-Professionals & Technicians              |
| 0.0                                | 0.0                       | 0.0             | 0                         | 0.0                                |         | 03 Professionals                                   |
| 0.0                                | 0.0                       | 0.0             | 0                         | 0.0                                |         | 01/02 Managers                                     |
| # 0%                               | # %                       | %               | #                         | 9/0                                | #       |  |
| Long-term Goals                    | Short-term Goals          | Long-term Goals | Long-ter                  | Short-term Goals                   | Short-t | <b>Employment Equity Occupational Group (EEOG)</b> |
| n Disabilities                     | Persons with Disabilities |                 | Persons with Disabilities | Persons with                       |         |  |
| Table 7: Persons with Disabilities | Table 7: Persons          | bilities        | with Disa                 | Table 3: Persons with Disabilities | Table   |  |
|                                    |                           |                 |                           |                                    |         |  |
| 2017 0                             | 2017 0                    | 0               | 2015                      | 0                                  | 2015    |  |
| YYYY YYYYY                         | YYYY YYYYY                | AAAA            | YYYY                      | YYYY                               | AAAA    |  |
| From To                            | From To                   | To              | From                      | To                                 | From    |  |
| Long-term                          | Short-term                | -term           | mastern                   | Short-term                         | Shoi    |  |
| Duration of Current Goals          | Duration of C             | ls              | revious Goa               | Duration of Previous Goals         |         |  |
|                                    |                           |                 |                           |                                    |         |  |
| <b>+</b>                           | <b>↓</b>                  | <b>←</b>        | <b></b>                   | <b></b>                            | <b></b> |  |
| Data from Current Goals            | Data from Ci              | als             | revious Go                | Data from Previous Goals           | D       |  |

|     | (                    | _                               | (1)                         | I                                      | _                  | (1)                             | (1)                               | 7-   | (1)                          | (1)         | (1)                              | <u>_</u>      | _                       | (A)             |     | doyı                                      |                               |                                  |      |      |      |            |                            |   |   |                          |
|-----|----------------------|---------------------------------|-----------------------------|--|--------------------|---------------------------------|-----------------------------------|--|------------------------------|-------------|----------------------------------|---------------|-------------------------|-----------------|-----|---|-------------------------------|----------------------------------|------|------|------|------------|----------------------------|---|---|--------------------------|
|     | Other Manual Workers | Other Sales & Service Personnel | Semi-Skilled Manual Workers | Intermediate Sales & Service Personnel | Clerical Personnel | Skilled Crafts & Trades Workers | Skilled Sales & Service Personnel | Administrative & Senior Clerical Personnel | Supervisors: Crafts & Trades | Supervisors | Semi-Professionals & Technicians | Professionals | Middle & Other Managers | Senior Managers |     | oloyment Equity Occupational Group (EEOG) |                               |                                  |      |      |      |            |                            |   | _ |                          |
| 0   | 0                    | 0                               | 0                           | 0                                      | 0                  | 0                               | 0                                 | 0  | 0                            | 0           | 0                                | 0             | 0                       | 0               | #   | Short-term Goals                          | Men                           | Table 4: M                       | 2015 | YYYY | From | Short-term | Du                         | • | _ | Date                     |
| 0.0 | 0.0                  | 0.0                             | 40.0                        | 0.0                                    | 0.0                | 0.0                             | 15.0                              | 0.0  | 0.0                          | 0.0         | 0.0                              | 0.0           | 0.0                     | 10.0            | 9/6 | n Goals                                   | ibers of Visi                 | lembers of                       | 0    | YYYY | To   | term       | ration of Pr               | • | - | a from Pro               |
| 0   | 0                    | 0                               | 0                           | 0                                      | 0                  | 0                               | 0                                 | 0  | 0                            | 0           | 0                                | 0             | 0                       | 0               | #   | Long-term Goals                           | Members of Visible Minorities | Members of Visible Minorities    | 2015 | AAAA | From | Long-term  | Duration of Previous Goals | • | - | Data from Previous Goals |
| 0.0 | 0.0                  | 0.0                             | 40.0                        | 0.0                                    | 0.0                | 0.0                             | 15.0                              | 0.0  | 0.0                          | 0.0         | 0.0                              | 0.0           | 0.0                     | 10.0            | 0/0 | n Goals                                   | es                            | linorities                       | 0    | YYYY | To   | erm        |                            | • | - | ls                       |
| 0   | 0                    | 0                               | 0                           | 0                                      | 0                  | 0                               | 0                                 | 0  | 0                            | 0           | 0                                | 0             | 0                       | 0               | #   | Short-te                                  | Me                            | Table 8: 1                       | 2017 | YYYY | From | Short      |                            | • | - | Da                       |
| 0.0 | 0.0                  | 0.0                             | 50.0                        | 0.0                                    | 0.0                | 0.0                             | 40.0                              | 0.0  | 0.0                          | 0.0         | 0.0                              | 0.0           | 0.0                     | 0.001           | %   | t-term Goals                              | Members of Visible Minorities | 8: Members of Visible Minorities | 0    | YYYY | To   | hort-term  | Duration of Current Goals  | • | - | Data from Current Goals  |
| 0   | 0                    | 0                               | 0                           | 0                                      | 0                  | 0                               | 0                                 | 0  | 0                            | 0           | 0                                | 0             | 0                       | 0               | #   | Long-term Goals                           | äble Minorit                  | f Visible N                      | 2017 | YYYY | From | Long-term  | urrent Goal                | • | - | urrent Goz               |
| 0.0 | 0.0                  | 0.0                             | 50.0                        | 0.0                                    | 0.0                | 0.0                             | 40.0                              | 0.0  | 0.0                          | 0.0         | 0.0                              | 0.0           | 0.0                     | 100.0           | %   | m Goals                                   | ies                           | <b>1inorities</b>                | 0    | YYYY | To   | term       | S                          | • |   | ils                      |

Employment

|   |   |            |           | 0.0<br>30.8            | 0.0              | 0.0                                  |                                  |                        |                  |                        |                                  |                       | 13 3  | 2017<br>2020 | nals                       |
|---|---|------------|-----------|------------------------|------------------|--------------------------------------|----------------------------------|------------------------|------------------|------------------------|----------------------------------|-----------------------|---|--------------|----------------------------|
|   |   |            |           | 0.0                    | 0.0              | 0.0                                  | 0                                | 0.0<br>64.0            | 0.0              | 0 0.0                  | 0 0                              | 16 32.0<br>16 32.0    | 50  | 2017         | 02 Middle & Other Managers |
|   |   |            |           | 51.9<br>38.7           | 50.0<br>67.0     | 700.0                                | 0                                | 51.9<br>38.7           | 50.0             | 0.0                    | 9                                | 7 25.9<br>7 25.9      | 27<br>27  | 2017<br>2020 | 01 Senior Managers         |
|   |   |            |           | #                      | 9%               | #                                    | #                                | %                      | 9%               | 9%                     | #                                | 9/6                   | # #   | #:           |                            |
|   |   |            |           | Percent of<br>Goal Met | Goal             | Percent of<br>Goal Met               | Goal                             | Percent of<br>Goal Met | Goal             | Percent of<br>Goal Met | Goal                             | Actual                | Employees   | En           | (EEOG)                     |
| Comments  |   |            |           |                        | en               | Women                                |                                  |                        | Women            | *                      |                                  | Women                 | È   | 1831         |                            |
|   |   |            |           |                        | n Goals          | Long-term Goals                      |                                  | s                      | Short-term Goals | Short-to               |                                  | romotions             | Hires and Promotions  |              | Employment Equity          |
|   |   |            |           |                        |                  |                                      | Goals                            | ଦ                      |                  |                        |                                  | trants                | New Entrants  |              |                            |
|   |   |            | 8         | ←                      | ←                | ←                                    | <b>←</b>                         | <b>←</b>               | <b>←</b>         | <b>←</b>               | <b>←</b>                         | <b>←</b>              | <b>←</b>  |              |                            |
|   |   |            |           | F + M x<br>100         | Part 3:<br>Goals | E÷Kx<br>100                          | Part 3:<br>Goals                 | F + 1 x 100            | Part 3:<br>Goals | E ÷ G x<br>100         | Part 3:<br>Goals                 | 2: E + D x<br>ata 100 | Part 2: Part 2:<br>Flow Data Flow Data<br>Analysis Analysis | Fic<br>A     | Data sources:              |
| -1 2 1 50.0 1 0 0 0   | -1 2 1  | <u></u>    | _         | 4                      | 27.3             | s.                                   | 11                               | 69.0                   | -1               | 5 4                    | 3 39.5                           | 3 27.3                | Ξ   | 2017         |                            |
|   |   |            | _         |                        |                  |                                      |                                  | 127.9                  | 0                | 1 2                    | 0 39.1                           |                       | 4   | 2015         | 03  Professionals          |
| 19 -3 0 0 0.0 0 0 1 1   | -3 0 0  |            | 19        |                        | 32.0             | 16                                   | 50                               | 83.8                   | <u>د</u> د       | 18                     | 6 38.9                           | 15 32.6               | 46  | 2017         | Managers                   |
| 7 -2 3 2 66.7 0 2 0 0   | -2 3 2  |            | -7        |                        | 20.8             | 5                                    | 24                               |                        |                  |                        | Ť                                |                       | 24  | 2017         | Middle & Other             |
|   |   |            |           |                        |                  |                                      |                                  | 42.9                   |                  |                        | 8 27.4                           | 2 11.8                | 17  | 2015         | 01 Senior Managers         |
| # # # 0% # # # #  | # #   |            |           | **                     | %                | #                                    | #                                | *                      | #                | #                      | 9/6                              | %                     | # #   | #            |                            |
| Difference Employees Actual Expected Difference Employees Actual  | Difference Employees  | Difference |           | Expected               | 2                | Actual                               | Employees                        | EE Result              | Gap              | Availability           | ż                                | Representation        | Employees R.  | Em           | (EEOG)                     |
| Women   |   | <u>^</u>   | 4         | ien                    | Women            |                                      | All                              |                        |                  | Women                  |                                  |                       | All   |              | ional Group                |
| Promotions  | Promotion   |            |           |                        | Hires            |                                      |                                  |                        |                  | ee.                    | Workforce                        |                       |   | Year         |                            |
| Flow Data Analysis  | Flow Data   |            |           |                        |                  |                                      |                                  |                        |                  | Workforce Analysis     | force.                           | Wor                   |   |              |                            |
| L L L L L L   | <b>+</b>  |            |           | <b>←</b>               | <b>←</b>         | <b>←</b>                             | <b>←</b>                         | <b>←</b>               | <b>←</b>         | <b>←</b>               | <b>←</b>                         | <b>←</b>              | <b>↓</b>  |              |                            |
| L-N Flow Data Flow Data 100 P x F + 100 Q - S Flow Data Flow Data Analysis Analysis P x F + 100 Q - S Flow Data Analysis Analysis | Part 2: Part 2: Q + P x Flow Data Flow Data 100 Analysis Analysis |            |           | K x G+                 | L+K<br>x 100     | Part 2:<br>Flow Data<br>Analysis     | Part 2:<br>Flow Data<br>Analysis | E+H<br>x100            | Е-Н              | DxG<br>+100            | Part 1:<br>Workforce<br>Analysis | l: E+D                | Part 1: Part 1:<br>Workforce Workforce<br>Analysis Analysis | Wo           | Data sources:              |
| 0 P Q R S T U V   | P Q   |            | <b>  </b> | Z                      | M                | L                                    | К                                | J                      | I                | H                      | G                                | F                     | D E   | С            | A B                        |
| 0   | 0   | 0          | 0         | ber 3                  | 2017 November 30 | 2017                                 |                                  |                        |                  |                        |                                  |                       |   |              |                            |
| da  | da  | da         |           | ı Cana                 | ountair          | Iron Mountain Canada                 |                                  |                        |                  |                        |                                  |                       |   |              |                            |
| men   | men   | men        | 3         | - Woi                  | Results          | Part 4: Results - Women              |                                  |                        |                  |                        |                                  |                       |   |              |                            |
| hievement Table   | hievement Table   |            | =         | ım Ac                  | Progra           | Federal Contractors Program Achieven | al Cont                          | Feder                  |                  |                        |                                  |                       |   |              |                            |
|   |   | evement T: |           |                        |                  |                                      |                                  |                        |                  |                        |                                  |                       |   |              |                            |

| 7      |                       |             | ),<br>()   |             | 2                    |     | (EEOG)                 | Occı               | Emp                  |              |          | Data sources                     |   | 2      |  | 9            |       | 04<br>]     |                      |     | (EEOG)         | Occi               | Emp                 |                    |          | Data sources:                              | A |                  |                      |                         |  |
|--------|-----------------------|-------------|------------|-------------|----------------------|-----|------------------------|--------------------|----------------------|--------------|----------|----------------------------------|---|--------|--|--------------|-------|-------------|----------------------|-----|----------------|--------------------|---------------------|--------------------|----------|--|---|------------------|----------------------|-------------------------|--|
| Trades | Supervisors: Crafts & | Subcraisors | Imervisors | Technicians | Semi-Professionals & |     | )G)                    | Occupational Group | Employment Equity    |              |          | urces:                           |   | Trades | Supervisors: Crafts &                  | Supervisors  |       | Technicians | Semi-Professionals & |     | )G)            | Occupational Group | Employment Equity   |                    |          | urces:                                     | В |                  |                      |                         |  |
| 2020   | 2017                  | 2020        | 2017       | 2020        | 2017                 | #:  |                        | 1 ( 2)             | Vaar                 |              |          |                                  |   | 2017   | 2015                                   | 2017         | 2015  | 2017        | 2015                 | #   |                |                    | Year                |                    |          |  | С |                  |                      |                         |  |
|        | 81                    | 13          | 13         | 0           | 0                    | #   | Employees              | All                | П                    | Net          | <b>←</b> | Part 2:<br>Flow Data<br>Analysis | • | 71     |  |              |       |             | 0                    | #   | Employees      | All                |                     |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis           | D |                  |                      |                         |  |
| 15     | 15                    | 10          | 10         | 0           | 0                    | #   | Actual                 | Women              | Hires and Promotions | New Entrants | ←        | Part 2:<br>Flow Data<br>Analysis |   | 13     | 11                                     | 8            | 7     | 0           | 0                    | #   | Representation |                    |                     |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis           | E |                  |                      |                         |  |
| 18.5   | 18.5                  | 76.9        | 76.9       | 0.0         | 0.0                  | %   | ual                    | пел                | otions               | ints         | <b>←</b> | E + D x<br>100                   |   | 18.3   | 17.5                                   | 72.7         | 70.0  | 0.0         | 0.0                  | 9%  | ntation        |                    | =                   | Workf              | <b>←</b> | E + D<br>x 100                             | F |                  |                      |                         |  |
| 0      | 0                     | 0           | 0          | 0           | 0                    | #   | Goal                   |                    | So                   |              | <b>←</b> | Part 3:<br>Goals                 |   | 11.7   | 11.8                                   | 53.3         | 53.3  | 0.0         | 0.0                  | 9/6 | Availability   | Women              | Workforce           | Workforce Analysis | <b>←</b> | Part 1:<br>Workforce<br>Analysis           | G |                  |                      |                         |  |
| 0.0    | 0.0                   | 0.0         | 0.0        | 0.0         | 0.0                  | 9/6 | Percent of<br>Goal Met | Women              | Short-term Goals     |              | <b>←</b> | E+Gx<br>100                      |   | 8      | 7                                      | 6            | 5     | 0           | 0                    | #   | ility          | en                 |                     | alysis             | <b>←</b> | DxG<br>÷100                                | H |                  |                      |                         |  |
| 0.0    | 0.0                   | 0.0         | 0.0        | 0.0         | 0.0                  | %   | Goal                   | en                 | n Goals              |              | ←        | Part 3: F                        | • | 5      | 4                                      | 2            | 2     | 0           | 0                    | #   | Gap I          |                    |                     |                    | <b>←</b> | Е-Н  | I |                  |                      |                         |  |
| 0.0    | 0.0                   | 0.0         | 0.0        | 0.0         | 0.0                  | %   | Percent of<br>Goal Met |                    |                      | Goals        | ←        | F÷I x 100                        |   | 156.5  | 148.0                                  | 136.4        | 131.3 | 0.0         | 0.0                  | %   | EE Result E    |                    |                     |                    | <b>←</b> | E+H<br>x100                                | J |                  |                      |                         | Federa                                 |
| 0      | 0                     | 0           | 0          | 0           | 0                    | #:  | Goal P                 |                    | L                    | ls           | <b>←</b> | Part 3:<br>Goals                 |   | 80     |  | 12           |       | 0           |                      | #   | Employees      | ΔII                |                     |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis           | K |                  | I                    | P,                      | l Contr                                |
| 0.0    | 0.0                   | 0.0         | 0.0        | 0.0         | 0.0                  | #   | Percent of<br>Goal Met | Women              | Long-term Goals      |              | ←        | E+Kx<br>100                      |   | 14     |  | 9            |       | 0           |                      | #   | Actual         |                    |                     |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis           | L | 2017 [           | ron Mo               | art 4: R                | actors l                               |
| 0.0    | 0.0                   | 0.0         | 0.0        | 0.0         | 0.0                  | %   | Goal                   |                    | Goals                |              | <b>←</b> | Part 3:<br>Goals                 |   | 17.5   |  | 75.0         |       | 0.0         |                      | %   | -              | Women              | Hires               |                    | <b>←</b> | L + K<br>x 100                             | Z | Voven            | untaiı               | esults                  | rogra                                  |
| 0.0    | 0.0                   | 0.0         | 0.0        | 0.0         | 0.0                  | #   | Percent of<br>Goal Met |                    |                      |              | <b>←</b> | F + M x<br>100                   |   | 9      |  | 6            |       | 0           |                      | #   | Expected       | nen                |                     |                    | <b>←</b> | K x G+                                     | Z | 2017 November 30 | Iron Mountain Canada | Part 4: Results - Women | Federal Contractors Program Achievemen |
|        |                       |             |            |             |                      |     |                        |                    |                      |              |          |                                  |   | 5      |  | <sub>3</sub> |       | 0           |                      | #   | Difference 1   |                    |                     |                    | <b>←</b> | L-N  | 0 |                  | la                   | en                      | ievemer                                |
|        |                       |             |            |             |                      |     |                        |                    |                      |              |          |                                  |   |        |  | 1            |       | 0           |                      | #   | imployees      | À                  |                     |                    | <b>←</b> | Part 2:<br>Flow Data F<br>Analysis         | P |                  |                      |                         | ıt Table                               |
|        |                       |             |            |             |                      |     |                        |                    |                      |              |          |                                  |   | _      |  |              |       | 0           |                      | #   | Actual         |                    | Pro                 | Flox               | <b>←</b> | Part 2:<br>Flow Data<br>Analysis           | 0 |                  |                      |                         | -                                      |
|        |                       |             |            |             |                      |     |                        |                    |                      |              |          |                                  |   | 100.0  |  | 100.0        |       | 0.0         |                      | %   |                | Women              | Promotions          | v Data             | <b>←</b> | Q ÷ P x P                                  | R |                  |                      |                         |  |
|        |                       |             |            |             |                      |     |                        |                    |                      |              |          |                                  |   | 0      |  | 1            |       | 0           |                      | #   | Expected Di    | a                  |                     | Flow Data Analysis | <b>←</b> | P x F ÷ 100                                | S |                  |                      |                         |  |
|        |                       |             |            |             |                      |     |                        | Comments           |                      |              |          |                                  | • | 1      |  | 0            |       | 0           |                      | #   | Difference En  |                    |                     | S                  | <b>←</b> | Q-S FI                                     | T |                  |                      |                         |  |
|        |                       |             |            |             |                      |     |                        | ents               |                      |              |          |                                  |   | 1      |  | 1            |       | 0           |                      | #   | Employees      | <u> </u>           |                     |                    | <b>←</b> | Part 2: 1<br>Flow Data Flow Analysis A     | U |                  |                      |                         |  |
|        |                       |             |            |             |                      |     |                        |                    |                      |              |          |                                  |   | 0      | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, |              |       | 0           |                      | #   | Actual         |                    |                     |                    | <b>←</b> | Part 2: V<br>Flow Data<br>Analysis         | V |                  |                      |                         |  |
|        |                       |             |            |             |                      |     |                        |                    |                      |              |          |                                  |   | 0.0    |  | 100.0        |       | 0.0         |                      | 9/6 |                | Women              | <b>Terminations</b> |                    | <b>←</b> | V + U x   U x                              | W |                  |                      |                         |  |
|        |                       |             |            |             |                      |     |                        |                    |                      |              |          |                                  |   | 0      |  | 1            |       | 0           |                      | #   | Expected Diff  |                    | ions                |                    | <b>←</b> | U x F ÷ 100 V                              | X |                  |                      |                         |  |
|        |                       |             |            |             |                      |     |                        |                    |                      |              |          |                                  |   | 0      |  | 0            | -     | 0           |                      | #   | Difference F   | Tui                |                     |                    | <b>←</b> | V - X ((D)<br>DY,                          | Y |                  |                      |                         |  |
|        |                       |             |            |             |                      |     |                        |                    |                      |              |          |                                  |   | 1.5    |  | 9.5          |       | 0.0         |                      | %   | Rate           | Turnover           |                     |                    | _        | U +<br>((DYear1 +<br>DYear2) +<br>2) x 100 | Z |                  |                      |                         |  |

| 09                                 | 08                | _               | 07              |                  |     | (EEOG)                 | Occ                | Em                       |              |          | Data sources                                |                | 09               | _                 | 08              |                 | 3                |     | (EEOO)         | Occ.               | E 3               |                    |          | Data sources:                               | Α |                  |                      |                   |                                      |
|------------------------------------|-------------------|-----------------|-----------------|------------------|-----|------------------------|--------------------|--------------------------|--------------|----------|---|----------------|------------------|-------------------|-----------------|-----------------|------------------|-----|----------------|--------------------|-------------------|--------------------|----------|---|---|------------------|----------------------|-------------------|--------------------------------------|
| Skilled Crafts &<br>Trades Workers | Service Personnel | Skilled Sales & | Senior Clerical | Administrative & |     | 00)                    | Occupational Group | <b>Employment Equity</b> |              |          | ources:                                     | Trades Workers | Skilled Crafts & | Service Personnel | Skilled Sales & | Senior Clerical | Administrative & |     | (Pa)           | Occupational Group | Employment Equity |                    |          | ources:                                     |   |                  |                      |                   |                                      |
| afts & orkers                      | ersonnel          | ıles &          | erical          | ative &          |     |                        | 1 Group            | Equity                   |              |          |   | orkers         | afts &           | ersonnel          | ıles &          | erical          | ative &          |     |                | 1 Group            | Equity            |                    |          |   | В |                  |                      |                   |                                      |
| 2017<br>2020                       | 2020              | 2017            | 2020            | 2017             | #   |                        | 1631               | Van                      |              |          | ***************************************     | 2017           | 2015             | 2017              | 2015            | 2017            | 2015             | #   |                |                    | Year              |                    |          |   | С |                  |                      |                   |                                      |
| 7                                  |                   |                 | 0               | 7                | #   | Employees              | <u>-</u>           |                          | <b>_</b>     | _<br>←   | Part 2:<br>Flow Data<br>Analysis            | 7              | 5                |                   |                 | 7               | 5                | #   | Employees      | All                | <del>-</del>      |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis            | D |                  |                      |                   |                                      |
| 0                                  | 64                | 64              | 4               | 4                | #   | ees                    | Γ                  | es and P                 | New Entrants | <b>←</b> | 2: Part 2:<br>ata Flow Data<br>sis Analysis | 0              | 0                | 56                | 36              | 3               |                  | #   |                | Γ                  |                   |                    | <b>←</b> | l: Part 1:<br>rce Workforce<br>sis Analysis | E |                  |                      |                   |                                      |
| 0 0                                |                   | 28              |                 | ω                | %   | Actual                 | Women              | Hires and Promotions     | trants       | ←        | E .   | 0              | 0                | 24                | 19              | 2               | _                | %   | Representation |                    |                   | We                 | <b>←</b> | 1: E + D  orce x 100                        | F |                  |                      |                   |                                      |
| 0.0                                | 43.8              | 43.8            | 75.0            | 75 0             |     | 6                      |                    | ns                       |              | -        | ×   | 0.0            | 0.0              | 42.9              | 52.8            | 66.7            | 100.0            |     | n              |                    | Wor               | Workforce Analysis |          |   |   |                  |                      |                   |                                      |
| 0 0                                | 0                 | 0               | 0               | 0                | #   | Goal Per               |                    | Sho                      |              | -        | Part 3: E<br>Goals                          | 0.0            | 0.0              | 28.0              | 28.1            | 79.1            | 80.1             | 9/6 | Availability   | Women              | Workforce         | e Ana              | <b>—</b> | Part 1: I<br>Workforce Analysis             | G |                  |                      |                   |                                      |
| 0.0                                | 0.0               | 0.0             | 0.0             | 0.0              | %   | Percent of<br>Goal Met | Women              | Short-term Goals         |              | ←        | E÷Gx<br>100                                 | 0              | 0                | 16                | 10              | 2               |                  | #   | y              |                    |                   | lysis              | ←        | DxG<br>+100                                 | Н |                  |                      |                   |                                      |
| 0.0                                | 0.0               | 0.0             | 0.0             | 0.0              | 9/0 | Goal                   | 3                  | Goals                    |              | <b>←</b> | Part 3: F                                   | 0              | 0                | ∞                 | 9               | 0               | 0                | #   | Gap 1          |                    |                   |                    | ←        | Е-Н   | I |                  |                      |                   |                                      |
| 0.0                                | 0.0               | 0.0             | 0.0             | 0.0              | %   | Percent of<br>Goal Met |                    |                          | Goals        | ←        | F÷1x100                                     | 0.0            | 0.0              | 153.1             | 187.8           | 84.3            | 124.8            | 30  | EE Result      |                    |                   |                    | <b>←</b> | E+H<br>x100                                 | J |                  |                      |                   | Feder                                |
| 0                                  | 0                 | 0               | 0               | 0                | #   | Goal                   |                    |                          | als          | ←        | Part 3:<br>Goals                            | 0              |                  | 64                |                 | 3               |                  | #   | Employees      | All                |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis            | K |                  |                      |                   | al Con                               |
| 0.0                                | 0.0               | 0.0             | 0.0             | 0.0              | 78. | Percent of<br>Goal Met | W.                 | Long-te                  |              | ←        | E + K x                                     | 0              |                  | 28                |                 | 2               |                  | #   | A,             |                    |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis            | Т | 201              | Iron N               | Part 4:           | tractor                              |
| 0.0                                |                   | 0.0             |                 | 0.0              | %   | Goal                   | Women              | Long-term Goals          |              | <b>←</b> | Part 3:<br>Goals                            | 0.0            |                  | 43.8              |                 | 66.7            | oonom            | %   | Actual         | =                  | Hires             |                    | <b>←</b> | L+K<br>x 100                                | Z | 7 Nove           | Iounta               | Part 4: Results - | s Prog                               |
| 0.0                                |                   | 0.0             |                 | 0.0              | #.  | Percent of<br>Goal Met |                    | S                        |              | <b>←</b> | F + M x<br>100                              |                |                  | 18                |                 |                 |                  | #   | Expected       | Women              |                   |                    | <b>←</b> | K x G +                                     | Z | 2017 November 30 | Iron Mountain Canada | ts - Women        | Federal Contractors Program Achieven |
| 0                                  | D                 | 0               | D               | 0                |     | <u> </u>               | 1                  | 1                        | 1            |          | L   | 0              |                  |                   |                 | 2               |                  | #   | Difference     |                    |                   |                    | <b>←</b> | L-N   | 0 |                  | ada                  | men               | hieven                               |
|                                    |                   |                 |                 |                  |     |                        |                    |                          |              |          |   | 0              |                  | 10                |                 | 0               |                  | #   | e Employees    | AII                |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis            | P |                  |                      |                   | ent Table                            |
|                                    |                   |                 |                 |                  |     |                        |                    |                          |              |          |   | 0              |                  | 0                 |                 | 1               |                  | #   | es             | Γ                  |                   |                    | ←        | Part 2:<br>ta Flow Data<br>is Analysis      | Q |                  |                      |                   | ble                                  |
|                                    |                   |                 |                 |                  |     |                        |                    |                          |              |          |   | 0              |                  | 0                 |                 | 1 10            |                  | %   | Actual         |                    | Promotions        | Flow I             | <b>←</b> | 2: Q + P x<br>hata 100                      | R |                  |                      |                   |                                      |
|                                    |                   |                 |                 |                  |     |                        |                    |                          |              |          |   | 0.0            |                  | 0.0               |                 | 100.0           |                  |     | Exp            | Women              | otions            | Flow Data Analysis |          |   |   |                  |                      |                   |                                      |
|                                    |                   |                 |                 |                  |     |                        | •                  |                          |              |          |   | 0              |                  | 0                 |                 | 1               |                  | #   | Expected Dif   |                    |                   | nalysis            | <b> </b> | P x F ÷ 100                                 | S |                  |                      |                   |                                      |
|                                    |                   |                 |                 |                  |     |                        | Comments           |                          |              |          |   | 0              |                  | 0                 |                 | 0               |                  | #   | Difference En  |                    |                   |                    | <b>←</b> | Q-S FI                                      | T |                  |                      |                   |                                      |
|                                    |                   |                 |                 |                  |     |                        | ents               |                          |              |          |   | 0              |                  | 6                 |                 | 0               |                  | #   | Employees      | AII                |                   |                    | ←        | Part 2:<br>Flow Data   F<br>Analysis        | U |                  |                      |                   |                                      |
|                                    |                   |                 |                 |                  |     |                        |                    |                          |              |          |   | 0              |                  | 3                 |                 | 0               | ******           | #   | Actual         |                    |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis            | V |                  |                      |                   |                                      |
|                                    |                   |                 |                 |                  |     |                        |                    |                          |              |          |   | 0.0            |                  | 50.0              |                 | 0.0             |                  | 9/0 | al             | Wo.                | Termi             |                    | <b>←</b> | V ÷ U x<br>100                              | W |                  |                      |                   |                                      |
|                                    |                   |                 |                 |                  |     |                        |                    |                          |              |          |   | 0              |                  | ယ                 |                 | 0               |                  | #   | Expected       | Women              | Terminations      |                    | <b>←</b> | UxF÷100                                     | X |                  |                      |                   |                                      |
|                                    |                   |                 |                 |                  |     |                        |                    |                          |              |          |   |                |                  |                   |                 |                 |                  | #   | Difference     |                    |                   |                    | <b>←</b> | 0 V - X                                     | Y |                  |                      |                   |                                      |
|                                    |                   |                 |                 |                  |     |                        |                    |                          |              |          |   | 0 0            |                  | 0 13              |                 | 0 0             |                  | %   | ce Rate        | Turnover           |                   |                    | <b>←</b> | U +<br>((DYear1 +<br>DYear2) +<br>2) x 100  | Z |                  |                      |                   |                                      |
|                                    |                   |                 |                 |                  |     |                        |                    |                          |              |          |   | 0.0            |                  | 13.0              |                 | 0.0             |                  |     |                | Ġ.                 |                   |                    |          | ō '+ '+                                     |   |                  | <u> </u>             |                   |                                      |

| 12 Se<br>W                     |                   | î II                 | 10                 |                |     | (EEOG)                 | Оссир              | Emplo                |            |          | Data sources                     |       | 12 W    | _                   | 11 Se             | In I              | 10 CI              |         |             | (EEOG)         | Occup              | Emplo             |                    |          | Data sources                                | Α            |                     |     |                     |                   |  |
|--------------------------------|-------------------|----------------------|--------------------|----------------|-----|------------------------|--------------------|----------------------|------------|----------|----------------------------------|-------|---------|---------------------|-------------------|-------------------|--------------------|---------|-------------|----------------|--------------------|-------------------|--------------------|----------|---|--------------|---------------------|-----|---------------------|-------------------|--|
| Semi-Skilled Manual<br>Workers | Service Personnel | Intermediate Sales & | Clerical Fersonner | nical Damonnol |     | 3)                     | Occupational Group | Employment Equity    |            |          | æs:                              |       | Workers | Semi-Skilled Manual | Service Personnel | ermediate Sales & | Clerical Personnel |         |             | x)             | Occupational Group | Employment Equity |                    |          | .cs:  | В            |                     |     |                     |                   |  |
| 2017<br>2020                   | 2020              | 2017                 | 2020               | 2017           | #:  |                        | 1631               | V                    |            |          |                                  | t o i | 2017    | 2015                | 2017              | 2015              | 2017               | 2015    | #           |                |                    | Year              |                    |          |   | С            |                     |     |                     |                   |  |
| 830<br>830                     |                   |                      | 242                | 242            | #   | Employees              | ÀII                | Hires                | New        | <b>←</b> | Part 2:<br>Flow Data<br>Analysis |       | 770     | 585                 | 0                 |                   | 222                | 100     | #           | Employees      | All                |                   |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis            | D            |                     |     |                     |                   |  |
| 8 8                            |                   |                      | 147                | 147            | #   |                        | ¥                  | Hires and Promotions | w Entrants | <b>←</b> | Part 2:<br>Flow Data<br>Analysis |       |         |                     | 0 0               |                   |                    | 13/     | #           |                | Г                  |                   |                    | ←        | Part 1:<br>Workforce<br>Analysis            | E            |                     |     |                     |                   |  |
| 10.0                           | 100.0             | 100.0                | 7 60.7             | 7 60.7         | %   | Actual                 | Women              | motions              | ants       | ←        | E ÷ D x<br>100                   |       |         |                     | 0.0               | T,                | 60.4               |         | %           | Representation |                    |                   | Work               | <b>←</b> | E ÷ D<br>x 100                              | F            |                     |     |                     |                   |  |
|                                |                   |                      |                    |                | #   | Goal                   |                    |                      |            | <b>←</b> | Part 3:<br>Goals                 |       |         |                     | 0.0               |                   |                    | 650     | %           | Ava            | =                  | Workforce         | Workforce Analysis | ←        | Part 1:<br>Workforce<br>Analysis            | G            |                     |     |                     |                   |  |
| 0 0.0                          |                   |                      | 0.0                | 0.0            | 9/6 | Percent of<br>Goal Met | =                  | Short-t              |            | <b>←</b> | E + G x<br>100                   |       |         | _                   |                   | Ţ.                |                    | 0 131   | #           | Availability   | Women              | rce               | \nalysi:           | <b>←</b> | DxG<br>+100                                 | Н            |                     |     |                     |                   |  |
| 0 10.0<br>0 20.0               | 0.0               |                      | 0 50.0             | 0 50.0         | 9/0 | Gent                   | Women              | Short-term Goals     |            | <b>←</b> | Part 3:<br>Goals                 |       |         | ا ا                 | 0                 |                   |                    |         | #           | Gap            |                    |                   | 9                  | <b>←</b> | Е-Н   | I            |                     |     |                     |                   |  |
| 0 100.0<br>0 50.0              | 0.0               |                      | 0 121.5            | 0 121.5        | %   | Percent of<br>Goal Met |                    | ls                   | 0          | <b>←</b> | F÷1 x 100                        |       |         |                     | 0.0               |                   |                    | 7 0// 6 | 2.          | EE Result      |                    |                   |                    | <b>←</b> | E + H<br>x 100                              | J            |                     |     |                     |                   | Fede                                   |
|                                |                   |                      |                    |                | #   | r Goal                 |                    |                      | Goals      | <b>←</b> | 0 Part 3:<br>Goals               |       | 9 829   |                     |                   |                   | 5 242              |         | #           | Employees      | AII                |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis            | K            |                     |     |                     |                   | Federal Contractors Program Achievemen |
| 0 0.0                          | 0.0               | 0.0                  | 0.0                | 0.0            | #   | Percent of<br>Goal Met |                    | Long-t               |            | <b>←</b> | E + K x                          |       |         |                     | <u> </u>          |                   | 147                |         | 11:         |                |                    |                   |                    | ←        | Part 2:<br>a Flow Data<br>Analysis          | T            | 0.7                 | 301 | Iron                | Part 4            | ntracto                                |
| 0 10.0<br>0 20.0               | 0.0               |                      | 0 50.0             | .0 50.0        | %   | 4 Goal                 | Women              | Long-term Goals      |            | <b>←</b> | Part 3:<br>Goals                 |       | 83 10.0 |                     | 0.0               |                   | 7 60 7             |         | %           | Actual         | -                  | Hires             |                    | <b>←</b> | 1 L+K                                       | Z            | I NOVE              |     | Mounta              | Part 4: Results - | rs Prog                                |
| .0 100.0<br>.0 50.0            |                   |                      | .0 121.5           | .0 121.5       | #4  | Percent of<br>Goal Met |                    | ıls                  |            | <b>←</b> | F ÷ M x<br>100                   |       | 0 155   |                     | .0                |                   | 7 160              |         | #:          | Expected       | Women              |                   |                    | <b>←</b> | K x G -                                     | z            | ZOT / INOVERIBLE 30 |     | ron Mountain Canada | lts - Wo          | ram A                                  |
| .0                             | .0                | .0                   | .5                 | .5             |     | 2 <u>2,</u>            | 1                  |                      |            |          |                                  |       |         | (                   | 0                 |                   | -13                |         | #           | d Difference   |                    |                   |                    | <b>←</b> | L-N   | 0            |                     |     | ada                 | Women             | chieven                                |
|                                |                   |                      |                    |                |     |                        |                    |                      |            |          |                                  | ľ     | -73     |                     | 0                 | 1                 |                    |         | #           | ce Employees   | <u>^</u>           |                   |                    | ←        | Part 2:<br>Flow Data<br>Analysis            | P            |                     |     |                     |                   | ent Table                              |
|                                |                   |                      |                    |                |     |                        |                    |                      |            |          |                                  | -     | _       |                     | <u></u>           |                   | 0                  |         | <b>4</b> 1: |                | Г                  |                   | _                  | <b>←</b> | Part 2:<br>ta Flow Data<br>s Analysis       | Q            |                     |     |                     |                   | ble                                    |
|                                |                   |                      |                    |                |     |                        |                    |                      |            |          |                                  |       | 0       |                     | 1 100.0           |                   | 0                  |         | %           | Actual         |                    | Promotions        | Flow D:            | ←        | Q + P x<br>11a 100                          | R            |                     |     |                     |                   |  |
|                                |                   |                      |                    |                |     |                        |                    |                      |            |          |                                  |       | 0.0     |                     | <u>.</u>          |                   | 0.0                |         | at:         | Expected       | Women              | ions              | Flow Data Analysis | ←        | x PxF ÷ 100                                 | s            |                     |     |                     |                   |  |
|                                |                   |                      |                    |                |     |                        | Co                 |                      |            |          |                                  | _     | 0       |                     | 0                 |                   | <u> </u>           |         | *           | ed Difference  |                    |                   | ılysis             | ←        | 100 Q-S                                     | T            |                     |     |                     |                   |  |
|                                |                   |                      |                    |                |     |                        | Comments           |                      |            |          |                                  |       | 0       | ,                   | <u></u>           |                   | >                  |         | 4:          | ice Employees  | N.                 |                   |                    | ←        | Part 2:<br>Flow Data<br>Analysis            | U            |                     |     |                     |                   |  |
|                                |                   |                      |                    |                |     |                        | <b>9</b> 2         |                      |            |          |                                  |       | 29      |                     | 0                 | ,                 | 7                  |         | #           | ees            | Γ                  |                   |                    | <b>←</b> | :: Part 2:<br>ata Flow Data<br>is Analysis  | V            |                     |     |                     |                   |  |
|                                |                   |                      |                    |                |     |                        |                    |                      |            |          |                                  |       |         |                     | 0                 |                   | بر<br><u>م</u>     |         | *           | Actual         |                    | Ter               |                    | ←        | eta V÷Ux<br>ata 100                         | W            |                     |     |                     |                   |  |
|                                |                   |                      |                    |                |     |                        |                    |                      |            |          |                                  |       | 3.4     |                     | 0.0               |                   | 42 0               |         | 41:         | Expected       | Women              | Terminations      |                    | <b>←</b> | <sup>1</sup> x U x F ÷ 100                  | X            |                     |     |                     |                   |  |
|                                |                   |                      |                    |                |     |                        |                    |                      |            |          |                                  |       | یں      |                     | 0                 | +                 | _                  |         | #           | ted Difference |                    | is                |                    | ←        | 100 V - X                                   | Y            |                     |     |                     |                   |  |
|                                |                   |                      |                    |                |     |                        |                    |                      |            |          |                                  |       | 5       |                     | 0                 |                   | _                  |         |             | ence Rate      | Turnover           |                   |                    |          | U÷<br>X ((DYear1 +<br>DYear2) ÷<br>2) x 100 | $\mathbf{Z}$ |                     |     |                     |                   |  |
|                                |                   |                      |                    |                |     |                        |                    |                      |            |          |                                  | Ĺ     | 4.3     |                     | 0.0               | į                 | n<br>n             |         | -           | - F            | ver                |                   |                    |          | #<br>arl +<br>-2) +                         | <u> </u>     |                     |     |                     |                   |  |

| Total |      | -       | 1            | _         | 13                    |     | Ţ                             | 6                  | mp                  |                    |          | ata sc  | A |                  |                      |                         |  |
|-------|------|---------|--------------|-----------|-----------------------|-----|-------------------------------|--------------------|---------------------|--------------------|----------|---|---|------------------|----------------------|-------------------------|--|
|       |      | Workers | Other Manual | Personnel | Other Sales & Service |     | (EEOG)                        | Occupational Group | Employment Equity   |                    |          | Data sources:   | B |                  |                      |                         |  |
| 2017  | 2015 | 2017    | 2015         | 2017      | 2015                  | #   |                               |                    | Year                |                    |          |   | С |                  |                      |                         |  |
|       | 968  | 14      | 8            | 3         | 3                     | #   | Employees                     | ΔII                |                     |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis                            | D |                  |                      |                         |  |
|       | 241  | 1       | 0            | 0         | 0                     | #   | Representation                |                    |                     |                    | <b>←</b> | Part 1: Part 1:<br>Workforce Workforce<br>Analysis Analysis | E |                  |                      |                         |  |
|       | 24.9 | 7.1     | 0.0          | 0.0       | 0.0                   | 9/6 | entation                      |                    | _                   | Work               | <b>←</b> | E + D<br>x 100  | F |                  |                      |                         |  |
|       | 30.1 | 25.7    | 28.2         | 55.5      | 55.5                  | %   | Availability                  | Women              | Workforce           | Workforce Analysis | <b>←</b> | Part 1:<br>Workforce<br>Analysis                            | G |                  |                      |                         |  |
|       | 291  | 4       | 2            | 2         | 2                     | #   | bility                        | nen                | e                   | nalysis            | <b>←</b> | DxG<br>+100   | Н |                  |                      |                         |  |
| -70   | -50  | -3      | -2           | -2        | -2                    | #   | Gap                           |                    |                     |                    | <b>←</b> | Е-Н   | I |                  |                      |                         |  |
| 80.4  | 82.7 | 27.8    | 0.0          | 0.0       | 0.0                   | 7/4 | EE Result   Employees         |                    |                     |                    | <b>←</b> | E+H<br>x100   | J |                  |                      |                         | Feders                                 |
| 1,333 |      | 15      |              | 3         |                       | #   | Employees                     | <u> </u>           |                     |                    | <b>←</b> | Part 2: Part 2:<br>Flow Data Flow Data<br>Analysis Analysis | K |                  | 1                    | P                       | Federal Contractors Program Achievemen |
| 308   |      | 1       |              | 0         |                       | #   | Actual                        |                    |                     |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis                            | L | 2017             | Iron Mountain Canada | Part 4: Results - Women | actors                                 |
| 23.1  |      | 6.7     |              | 0.0       |                       | %   |                               | Women              | Hires               |                    | ←        | L+K<br>x100   | M | 2017 November 30 | ountain              | Results -               | Progra                                 |
| 387   |      | 4       |              | 2         |                       | #   | Expected Difference E         | en                 |                     |                    | <b>←</b> | K x G +<br>100  | Z | ber 30           | Canad                | - Wome                  | m Achi                                 |
| -79   |      | ა       |              | -2        |                       | #   |                               |                    |                     |                    | <b>←</b> | L-N F   | 0 |                  | ล                    | ne                      | evemen                                 |
| =     |      | 0       |              | 1         |                       | #   | mployees                      | <b>^</b>           |                     |                    | ←        | Part 2: Part 2:<br>Flow Data Flow Data<br>Analysis Analysis | P |                  |                      |                         | ıt Table                               |
| _∞    |      | 0       |              | 1         |                       | #   | Actual                        |                    | Pro                 | Flov               | <b>←</b> |   | Q |                  |                      |                         |  |
| 72.7  |      | 0.0     |              | 100.0     |                       | 9/6 |                               | Women              | Promotions          | Data .             | <b>←</b> | Q ÷ P x P   | R |                  |                      |                         |  |
| w     |      | 0       |              | 0         |                       | #   | xpected Di                    | -                  |                     | Flow Data Analysis | <b>←</b> | P x F ÷ 100   | S |                  |                      |                         |  |
| 5     |      | 0       |              | 1         |                       | #   | Expected Difference Employees |                    |                     | S                  | <b>←</b> | Q-S FI  | T |                  |                      |                         |  |
| 45    |      | 0       |              | 0         |                       | #   | nployees                      | <u> </u>           |                     |                    | <b>←</b> | Part 2: Part 2:<br>Flow Data Flow Data<br>Analysis Analysis | U |                  |                      |                         |  |
| 9     |      | 0       |              | 0         |                       | #   | Actual                        |                    | _1                  |                    | <b>←</b> |   | V |                  |                      |                         |  |
| 20.0  |      | 0.0     |              | 0.0       |                       | %   | E                             | Women              | <b>Terminations</b> |                    | <b>←</b> | V + U x U x   | W |                  |                      |                         |  |
| =     |      | 0       |              | 0         |                       | #   | Expected Difference           | _                  | tions               |                    | <b>←</b> | UxF÷100   | X |                  |                      |                         |  |
| -2    |      | 0       |              | 0         |                       | #   |                               |                    |                     |                    | <b>←</b> | V - X ((C)  | Y |                  |                      |                         |  |
| 4.1   |      | 0.0     |              | 0.0       |                       | 9%  | Rate                          | Turnover           |                     |                    |          | U÷<br>((DYear1 +<br>DYear2) ÷<br>2) x 100                   | Z |                  |                      |                         |  |

| Total        | -       | 14           |           | اد                    |     | (EEOG)                 | Occ      | E                    |              |
|--------------|---------|--------------|-----------|-----------------------|-----|------------------------|----------|----------------------|--------------|
|              | Workers | Other Manual | Personnel | Other Sales & Service |     | 06)                    | <b>℧</b> | Employment Equity    |              |
| 2017<br>2020 | 2020    | 2017         | 2020      | 2017                  | #:  |                        | JEST     |                      |              |
| 1,344        | 15      | 15           | 4         | 4                     | #   | Employees              | <b>≜</b> | Hires and Promotions | New          |
| 316          |         |              |           |                       | #   | Actual                 | Women    | d Promo              | New Entrants |
| 23.5<br>23.5 | 6.7     | 6.7          | 25.0      | 25.0                  | 9/6 | al                     | en       | otions               | ıts          |
| 0 0          | 0       | 0            | 0         | 0                     | #   | Goal                   |          |                      |              |
| 0.0          | 0.0     | 0.0          | 0.0       | 0.0                   | %   | Percent of<br>Goal Met | Wo       | Short-te             |              |
| 0.0          |         | 0.0          | 0.0       | 0.0                   | 9/6 | Goal                   | Women    | Short-term Goals     |              |
| 0.0          | 0.0     | 0.0          | 0.0       | 0.0                   | %   | Percent of<br>Goal Met |          |                      | Ge           |
| 0            | 0       | 0            | 0         | 0                     | #   | Goal                   |          |                      | Goals        |
| 0.0          | 0.0     | 0.0          | 0.0       | 0.0                   | #4  | Percent of<br>Goal Met | Women    | Long-term Goals      |              |
| 0.0          | 0.0     | 0.0          | 0.0       | 0.0                   | %   | Goal                   | nen      | m Goals              |              |
| 0.0          | 0.0     | 0.0          | 0.0       | 0.0                   | #   | Percent of<br>Goal Met |          |                      |              |
|              |         |              |           |                       |     |                        |          |                      |              |
|              |         |              |           |                       |     |                        |          |                      |              |
|              |         |              |           |                       |     |                        |          |                      |              |
|              |         |              |           |                       |     |                        |          |                      |              |
|              |         |              |           |                       |     |                        |          |                      |              |
|              |         |              |           |                       |     |                        | •        |                      |              |
|              |         |              |           |                       |     |                        | Comments |                      |              |
|              |         |              |           |                       |     |                        | ents     |                      |              |
|              |         |              |           |                       |     |                        |          |                      |              |
|              |         |              |           |                       |     |                        |          |                      |              |
|              |         |              |           |                       |     |                        |          |                      |              |
|              |         |              |           |                       |     |                        |          |                      |              |
|              |         |              |           |                       |     |                        |          |                      |              |

Part 2: Part 2: E + D x
Flow Data Flow Data Analysis Analysis

Part 3: Goals

E+Gx 100

Part 3: Goals

F ÷ I x 100

Part 3: Goals

E+Kx 100

Part 3: Goals

F + M x 100

| Data sources:  Employment Equity Occupational Group (EEOG)   | Professionals | 02 Middle & Other Managers | 01 Senior Managers |     | (EEOG)         | Occupational Group | Employment Equity |                    |          | Data sources:                            | A B |                  |                      |                                      |   |
|--|---------------|----------------------------|--------------------|-----|----------------|--------------------|-------------------|--------------------|----------|--|-----|------------------|----------------------|--------------------------------------|---|
|  |               |                            |                    |     |                |                    |                   |                    |          |  |     |                  |                      |                                      |   |
| Year   | 2015          | 2015<br>2017               | 2015<br>2017       | #   |                |                    | Year              |                    |          |  | С   |                  |                      |                                      |   |
| Part 2: Flow Data Analysis  Vew Hires a  All Employees   | 11 4          | 42                         | 17<br>24           | #:  | Employees      | All                |                   |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis         | D   |                  |                      |                                      |   |
| Part 2: Part 2: E * D x flow Data Flow Data 100 Analysis Analysis 100  New Entrants  New Entrants  All Aboriginal Peoples  All Actual  | 0             | 0 0                        | 0 0                | 31: | Representation |                    |                   |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis         | Е   |                  |                      |                                      |   |
| E + D x 100   this is a second of the control of th | 0.0           | 0.0                        | 0.0                | 9/6 | itation        |                    | H                 | Workf              | <b>←</b> | E ÷ D<br>x 100                           | F   |                  |                      |                                      |   |
| Goals Goals  | 1.4           | 2.2                        | 2.9                | %   | Availability   | Aboriginal Peoples | Workforce         | Workforce Analysis | <b>←</b> | Part 1:<br>Workforce<br>Analysis         | G   |                  |                      |                                      |   |
| E+Gx Goals  100 Goals  U U  Short-term Goals  Aboriginal Peoples  Percent of Goal Met Goal   | 0 0           |                            | 1 0                | #   | bility         | l Peoples          | е                 | ıalysis            | <b>←</b> | D x G<br>+ 100                           | Н   |                  |                      |                                      |   |
| Part 3: Goals  Tm Goals  I Peoples   | 0             |                            | <u>-</u> 0         | #   | Gap            |                    |                   |                    | <b>←</b> | Е-Н                                      | I   |                  |                      |                                      |   |
| F+1×100 G G Goals Goals Goals Goals Goal Met   | 0.0           | 0.0                        | 0.0                |     | EE Result      |                    |                   |                    | <b>←</b> | E+H<br>x100                              | J   |                  |                      |                                      | Feder   |
| oals oals  | 11            | 50                         | 24                 | #   | Employees      | AII                |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | K   |                  |                      | Part 5                               | al Cont                                       |
| E+Kx Goals 100 Goals  Long-term Gos Aboriginal Peoples Percent of Goal Met Goal  | 0             | 0                          | 0                  | #   | Actual         |                    |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | L   | 2017             | Iron M               | : Resul                              | ractors                                       |
|  | 0.0           | 0.0                        | 0.0                | 9/6 | ual            | Aboriginal Peoples | Hires             |                    | <b>+</b> | L + K<br>x 100                           | N   | 2017 November 30 | ountai               | ts - Abi                             | Progra  |
| F+Mx 100   Goal Met  | 0             | 1                          | _                  | #   | Expected       | il Peoples         |                   |                    | <b>←</b> | K x G +<br>100                           | Z   | ıber 30          | Iron Mountain Canada | Part 5: Results - Aboriginal Peoples | Federal Contractors Program Achievement Table |
|  | 0             | -                          | <u>-</u>           | #   | Difference     |                    |                   |                    | <b>←</b> | L-N                                      | 0   |                  | da                   | People                               | ieveme  |
|  | 2             | 0                          | ω                  | #   | Employees      | All                |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | P   |                  |                      | 35                                   | nt Tab  |
|  | 0             | 0                          | 0                  | #   | Aci            |                    | P                 | Flo                | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | Q   |                  |                      |                                      | le  |
|  | 0.0           | 0.0                        | 0.0                | %   | Actual         | Aboriginal Peoples | Promotions        | ow Dat             | <b>←</b> | Q ÷ P x<br>100                           | R   |                  |                      |                                      |   |
|  | 0             | 0                          | 0                  | #   | Expected       | il Peoples         | 18                | Flow Data Analysis | <b>←</b> | P x F ÷ 100                              | S   |                  |                      |                                      |   |
| Comments   | 0             | 0                          | 0                  | #   | Difference     |                    |                   | sis                | <b>←</b> | Q-S                                      | T   |                  |                      |                                      |   |
| nents  | 0             |                            | 0                  | 46  | Employees      | AII                |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | U   |                  |                      |                                      |   |
|  | 0             | 0                          | 0                  | #   | Actual         |                    |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | V   |                  |                      |                                      |   |
|  | 0.0           | 0.0                        | 0.0                | 26  | ual            | Aboriginal Peoples | Termin            |                    | <b>←</b> | V ÷ U x<br>100                           | W   |                  |                      |                                      |   |
|  | 0             | 0                          | 0                  | #   | Expected       | l Peoples          | [erminations      |                    | <b>←</b> | U x F ÷ 100                              | X   |                  |                      |                                      |   |
|  | 0             | 0                          | 0                  | #   | Difference     |                    |                   |                    | <b>←</b> | V - X                                    | Y   |                  |                      |                                      |   |
|  | 0.0           | 2.3                        | 0.0                | 7.  | Rate           | Turnover           |                   |                    | <b>←</b> | U÷<br>((DYear1 +<br>DYear2)÷<br>2) x 100 | Z   |                  |                      |                                      |   |

02

Middle & Other Managers

2017 2020 2017 2017 2020 2017 2020

27 27 50 50 13

0.0

0.0

0.0

0.0

0.0

0.0

0.0

Professionals

01

Senior Managers

| 06 Superv<br>Trades          |            | 05 Sime     | Tecl        |                      |     | (EEOG)                 | Occupa             | Employ               |            |          | Data sources                     | _    | 06 Superv                    | _    | 05 Supe     | Tecl        |                      |     | (EEOG)         | Occupa             | Employ              |                    |          | Data sources:                            | Α |                  |                      |                                      |  |
|------------------------------|------------|-------------|-------------|----------------------|-----|------------------------|--------------------|----------------------|------------|----------|----------------------------------|------|------------------------------|------|-------------|-------------|----------------------|-----|----------------|--------------------|---------------------|--------------------|----------|--|---|------------------|----------------------|--------------------------------------|--|
| Supervisors: Crafts & Trades | A VIOCIA I | Simervisors | Technicians | Semi-Professionals & |     |                        | Occupational Group | Employment Equity    |            |          | 5.2                              |      | Supervisors: Crafts & Trades |      | Supervisors | Technicians | Semi-Professionals & |     |                | Occupational Group | Employment Equity   |                    |          | <i>y:</i>                                | В |                  |                      |                                      |  |
| 2017<br>2020                 | 2020       | 2017        | 2020        | 2017                 | #   |                        | 1631               | V                    |            |          |                                  | 1007 | 2015                         | 2017 | 2015        | 2017        | 2015                 | #   |                |                    | Year                |                    |          |  | С |                  |                      |                                      |  |
| 81<br>81                     | 13         | 13          | 0           | 0                    | #   | Employees              | <b></b>            | Hires                | New        | <b>←</b> | Part 2:<br>Flow Data<br>Analysis |      | 71 63                        | =    | 10          | 0           | 0                    | #   | Employees      | IIV                |                     |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis         | D |                  |                      |                                      |  |
| 1                            |            | 0           | 0           | 0                    | #   |                        | Aborigio           | Hires and Promotions | w Entrants | <b>←</b> | Part 2:<br>Flow Data<br>Analysis |      |                              |      | 0           | 0           | 0                    | #   |                |                    |                     |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis         | E |                  |                      |                                      |  |
| 1.2<br>1.2                   | 0.0        | 0.0         | 0.0         | 0.0                  | %   | Actual                 | Aboriginal Peoples | notions              | ants       | <b>←</b> | E + D x<br>100                   |      | 1.6                          |      |             | 0.0         | 0.0                  | %   | Representation |                    |                     | Work               | <b>←</b> | E ÷ D<br>x 100                           | F |                  |                      |                                      |  |
| 0                            |            | 0           | 0           | 0                    | #   | Goal                   |                    |                      |            | ←        | Part 3:<br>Goals                 |      | 3.0                          |      |             | 0.0         | 0.0                  | 9%  | Avai           | Aborigir           | Workforce           | Workforce Analysis | <b>←</b> | Part 1:<br>Workforce<br>Analysis         | G |                  |                      |                                      |  |
| 0.0                          | 0.0        | 0.0         | 0.0         | 0.0                  | %   | Percent of<br>Goal Met | Aborigir           | Short-te             |            | <b>←</b> | E+Gx<br>100                      |      | 2                            |      | 0           | 0           | 0                    | #   | Availability   | Aboriginal Peoples | ce                  | nalysis            | <b>←</b> | D x G<br>+ 100                           | Н |                  |                      |                                      |  |
| 0.0                          | 0.0        | 0.0         | 0.0         | 0.0                  | %   | Goal                   | Aboriginal Peoples | Short-term Goals     |            | <b>←</b> | Part 3:<br>Goals                 |      |                              |      |             | 0           | 0                    | #   | Gap            |                    |                     |                    | <b>←</b> | Е-Н                                      | I |                  |                      |                                      |  |
| 0.0                          | 0.0        | 0.0         | 0.0         | 0.0                  | 9/6 | Percent of<br>Goal Met |                    | S                    | ଦ          | ←        | F ÷ I x 100                      | - 1: | 52.9                         | Ť    |             | 0.0         | 0.0                  | %   | EE Result      |                    |                     |                    | <b>←</b> | E + H<br>x 100                           | l |                  |                      |                                      | Fede                                   |
| 0                            | 0          |             | 0           | 0                    | #   | Goal                   |                    |                      | Goals      | <b>←</b> | Part 3:<br>Goals                 |      | <b>8</b> 0                   | 12   |             | 0           | Ü                    | #   | Employees      | All                |                     |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | K |                  |                      | Part:                                | Federal Contractors Program Achievemen |
| 0.0                          | 0.0        | 0.0         | 0.0         | 0.0                  | #   | Percent of<br>Goal Met | Aborigi            | Long-te              |            | <b>←</b> | E+Kx<br>100                      |      |                              | 0    |             | 0           |                      | #   |                |                    |                     |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | Т | 201              | Iron N               | 5: Resu                              | tractor                                |
| 0.0                          | 0.0        | 0.0         | 0.0         | 0.0                  | 9/6 | Goal                   | Aboriginal Peoples | Long-term Goals      |            | <b>←</b> | Part 3:<br>Goals                 | -    | <u>-</u>                     | 0.0  |             | 0.0         | овіван               | 9/6 | Actual         | Aborigi            | Hires               |                    | <b>←</b> | L+K<br>x100                              | Z | 7 Nove           | Iounta               | lts - At                             | s Progr                                |
| 0.0                          | 0.0        | 0.0         | 0.0         | 0.0                  | #.  | Percent of<br>Goal Met |                    | s                    |            | ←        | F + M x<br>100                   |      | is a                         | 0    |             | 0           |                      | #   | Expected       | Aboriginal Peoples |                     |                    | <b>←</b> | K x G+                                   | Z | 2017 November 30 | Iron Mountain Canada | Part 5: Results - Aboriginal Peoples | am Ac                                  |
|                              |            |             |             |                      |     | <u> </u>               | 1                  | 1                    |            |          | <u> </u>                         |      | <u>.</u>                     | 0    |             | 0           |                      | #   | Difference     |                    |                     |                    | <b>←</b> | L-Z                                      | 0 |                  | lda                  | I Peopl                              | hievem                                 |
|                              |            |             |             |                      |     |                        |                    |                      |            |          |                                  |      |                              |      |             | 0           |                      | #   | Employees      | All                |                     |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | P |                  |                      | 3                                    | ent Table                              |
|                              |            |             |             |                      |     |                        |                    |                      |            |          |                                  |      | 5                            | 0    |             | 0           |                      | #   |                |                    |                     | Ŧ                  | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | Q |                  |                      |                                      | le                                     |
|                              |            |             |             |                      |     |                        |                    |                      |            |          |                                  |      | 0                            | 0.0  |             | 0.0         |                      | %   | Actual         | Aborigio           | Promotions          | ow Dat             | <b>←</b> | Q÷Px<br>100                              | R |                  |                      |                                      |  |
|                              |            |             |             |                      |     |                        |                    |                      |            |          |                                  |      | 5                            | 0    |             | 0           |                      | #   | Expected       | Aboriginal Peoples | ns                  | Flow Data Analysis | <b>←</b> | P x F ÷ 100                              | s |                  |                      |                                      |  |
|                              |            |             |             |                      |     |                        | Com                |                      |            |          |                                  |      | 5                            | 0    |             | 0           |                      | #   | Difference     |                    |                     | vsis               | <b>←</b> | Q-S                                      | Т |                  |                      |                                      |  |
|                              |            |             |             |                      |     |                        | Comments           |                      |            |          |                                  |      |                              |      |             | 0           |                      | ##  | Employees      | <u></u>            |                     |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | U |                  |                      |                                      |  |
|                              |            |             |             |                      |     |                        |                    |                      |            |          |                                  |      |                              | 0    |             | 0           |                      | #   |                |                    |                     |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | V |                  |                      |                                      |  |
|                              |            |             |             |                      |     |                        |                    |                      |            |          |                                  |      | 0                            | 0.0  |             | 0.0         | *********            | %   | Actual         | Aborigin           | Termi               |                    | <b>←</b> | V + U x<br>100                           | W |                  |                      |                                      |  |
|                              |            |             |             |                      |     |                        |                    |                      |            |          |                                  |      | <u> </u>                     | 0    |             | ) 0         |                      | #   | Expected       | Aboriginal Peoples | <b>Ferminations</b> |                    | <b>←</b> | U x F ÷ 100                              | X |                  |                      |                                      |  |
|                              |            |             |             |                      |     |                        |                    |                      |            |          |                                  |      |                              | 0    |             | ) 0         |                      | #   | Difference     |                    |                     |                    | <b>←</b> | 0 V - X                                  | Y |                  |                      |                                      |  |
|                              |            |             |             |                      |     |                        |                    |                      |            |          |                                  |      | 1 1                          | 9.5  |             | 0.0         |                      | 9/6 | Rate           | Turnover           |                     |                    |          | U÷<br>((DYear1 +<br>DYear2)÷<br>2) x 100 | Z |                  |                      |                                      |  |

| 09             |                  | G                 | 80              |                 | 07               |     | ĺ         |            | 2                  | E 3                  |              |          | Data                             |   |                | 20               | 00                | 00              | (               | 07               |     | (1)            |                    | ) E               |                    |          | Data                                    | A |                  |                      |                                      |                                       |
|----------------|------------------|-------------------|-----------------|-----------------|------------------|-----|-----------|------------|--------------------|----------------------|--------------|----------|----------------------------------|---|----------------|------------------|-------------------|-----------------|-----------------|------------------|-----|----------------|--------------------|-------------------|--------------------|----------|---|---|------------------|----------------------|--------------------------------------|---------------------------------------|
| Trades Workers | Skilled Crafts & | Service Personnel | Skilled Sales & | Senior Clerical | Administrative & |     | 9         | DC)        |                    | Hovmer               |              |          | Data sources:                    |   | Trades Workers | Skilled Crafts & | Service Personnel | Skilled Sales & | Senior Clerical | Administrative & |     | (EECO)         | )<br>Inpatrion     | doymer            |                    |          | Data sources:                           |   |                  |                      |                                      |                                       |
| /orkers        | rafts &          | ersonnel          | ales &          | lerical         | rative &         |     |           | (FFOC)     |                    | Employment Equity    |              |          |                                  |   | /orkers        | rafts &          | ersonnel          | ales &          | lerical         | rative &         |     |                | Occupational Group | Employment Equity |                    |          |   | В |                  |                      |                                      |                                       |
| 2              |                  |                   | 2               | 2               | 2                |     |           | _          |                    |                      |              |          |                                  |   | 2              | 2                |                   | 2               | 2               | 2                |     | Г              | -                  |                   |                    |          |   |   |                  |                      |                                      |                                       |
| 2020           | 2017             | 2020              | 2017            | 2020            | 2017             | #:  |           | 7          | Year               |                      |              |          | Fic<br>A                         |   | 2017           | 2015             | 2017              | 2015            | 2017            | 2015             | #   | EII            | 1                  | Year              |                    |          | A W II                                  | С |                  |                      |                                      |                                       |
| 0              | 0                | 64                | 64              | 4               | 4                | #   | muluoyees | ì          |                    | lires aı             | New          | ←        | Part 2:<br>Flow Data<br>Analysis |   | 0              | 0                | 56                | 36              | 3               | 1                | #   | Employees      | ·≧                 |                   |                    | ←        | Part 1:<br>Workforce V<br>Analysis      | D |                  |                      |                                      |                                       |
| 0              | 0                | _                 | 1               | 0               | 0                | #   | Aci       | 4          | Aboriginal Peoples | Hires and Promotions | New Entrants | <b>←</b> | Part 2:<br>Flow Data<br>Analysis |   | 0              | 0                | 0                 | 1               | 0               | 0                | #   | Repres         |                    |                   |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis        | E |                  |                      |                                      |                                       |
|                |                  | 1.6               | 1.6             | 0.0             | 0.0              | %   | Actual    | ŀ          | at Peoples         | notions              | ınts         | <b>←</b> | E ÷ D x<br>100                   |   | 0.0            | 0.0              | 0.0               | 2.8             | 0.0             | 0.0              | 9%  | Representation |                    |                   | Work               | ←        | E ÷ D<br>x 100                          | F |                  |                      |                                      |                                       |
|                |                  |                   |                 |                 |                  | #   | Goal      |            |                    |                      |              | <b>←</b> | Part 3:<br>Goals                 | *************************************** | 0.0            | 0.0              | 1.2               | 1.1             | 1.6             | 0.8              | %   | Avi            | Aborig             | Workforce         | force /            | ←        | Part 1:<br>Workforce<br>Analysis        | G |                  |                      |                                      |                                       |
| 0 0            |                  | 0 0               | 0 0             | 0 0             | 0 0              | %   | Goal Met  | Percent    | Abori              | Short-               |              | <b>←</b> | E÷Gx<br>100                      |   | 0              | 0                | 2                 | _               | 6               | 8                | #   | Availability   | Aboriginal Peoples | rce               | Workforce Analysis | <b>←</b> | DxG<br>+ 100                            | H |                  |                      |                                      |                                       |
|                |                  | 0.0               | 0.0             | 0.0             | 0.0              | 9/6 | et Goal   | 4          | Aboriginal Peoples | Short-term Goals     |              | ←        | x Part 3:<br>Goals               |   | 0              | 0                | 1                 | 0               | 0               | 0                | #   | Gap            | ľ                  |                   | is                 | ←        | Н                                       | I |                  |                      |                                      |                                       |
| 0.0            | 0.0              | 0.0               | 0.0             | 0.0             | 0.0              | %   |           | Percent of | S                  | als                  |              | <b>←</b> | 3: F+1x100                       | *************************************** | 0              | 0                | -1                | 1 2:            | 0               | 0                | 9,6 | EE Result      |                    |                   |                    | ←        | E + H<br>x 100                          | J |                  |                      |                                      | Fe                                    |
| 0.0            | 0.0              | 0.0               | 0.0             | 0.0             | 0.0              |     |           | at of      |                    |                      | Goals        | Ì        |                                  |   | 0.0            | 0.0              | 0.0               | 252.5           | 0.0             | 0.0              |     |                | 1                  |                   |                    |          |   |   |                  |                      | P.                                   | deral                                 |
| 0              | 0                | 0                 | 0               | 0               | 0                | #   | Goal      | Po         | ,                  | Lo                   |              | <b> </b> | Part 3: E<br>Goals               |   | 0              |                  | 64                |                 | 3               |                  | #   | Employees      | · ≧                | -                 |                    | <b>←</b> | Part 2: 1<br>Flow Data Flow Analysis A  | K |                  | Ir                   | art 5:                               | Contra                                |
| 0.0            | 0.0              | 0.0               | 0.0             | 0.0             | 0.0              | #:  | Goal Met  | reent of   | Aboriginal Peoples | Long-term Goals      |              | <b>←</b> | E÷Kx<br>100                      |   | 0              | **********       | 1                 |                 | 0               | овность          | #   | Actual         |                    |                   |                    | ←        | Part 2:<br>Flow Data<br>Analysis        | L | 2017]            | on Mo                | Results                              | ectors                                |
| 0.0            | 0.0              | 0.0               | 0.0             | 0.0             | 0.0              | %   | Goal      |            | Peoples            | n Goals              |              | <b>←</b> | Part 3:<br>Goals                 |   | 0.0            |                  | 1.6               |                 | 0.0             |                  | %   | =              | Aboriginal Peoples | Hires             |                    | ←        | L+K<br>x 100                            | Z | Novem            | untair               | s - Abc                              | Progra                                |
| 0.0            | 0.0              | 0.0               | 0.0             | 0.0             | 0.0              | #   | Goal Met  | Percent of |                    |                      |              | <b>←</b> | F÷M x<br>100                     |   | 0              |                  | 1                 |                 | 0               |                  | #   | Expected       | Peoples            |                   |                    | <b>←</b> | K x G +<br>100                          | Z | 2017 November 30 | Iron Mountain Canada | Part 5: Results - Aboriginal Peoples | Federal Contractors Program Achieveme |
|                |                  |                   |                 |                 |                  |     |           |            |                    |                      |              |          |                                  | -                                       | 0              |                  | 0                 |                 | 0               |                  | #   | Difference     |                    |                   |                    | ←        | L-N                                     | 0 |                  | da                   | l Peopl                              | ievem                                 |
|                |                  |                   |                 |                 |                  |     |           |            |                    |                      |              |          |                                  |   |                |                  |                   |                 |                 |                  | #   | Employees      | All                |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis        | P |                  |                      | S                                    | ent Table                             |
|                |                  |                   |                 |                 |                  |     |           |            |                    |                      |              |          |                                  |   | 0              |                  | 0                 |                 | 1               |                  | #   | 32             | Γ                  |                   |                    | ←        | Part 2:<br>a Flow Data<br>Analysis      | Q |                  |                      |                                      | ble                                   |
|                |                  |                   |                 |                 |                  |     |           |            |                    |                      |              |          |                                  |   |                |                  | 0                 |                 | 0               |                  | %   | Actual         | Abe                | Promotions        | Flow I             | <b> </b> | Q+Px<br>ata 100                         | R |                  |                      |                                      |                                       |
|                |                  |                   |                 |                 |                  |     |           |            |                    |                      |              |          |                                  |   | 0.0            |                  | 0.0               |                 | 0.0             |                  |     | Exp            | Aboriginal Peoples | tions             | )ata A             |          |   |   |                  |                      |                                      |                                       |
|                |                  |                   |                 |                 |                  |     |           |            |                    |                      |              |          |                                  |   | 0              |                  | 0                 |                 | 0               |                  | #   | Expected Dif   | ples               |                   | Flow Data Analysis | <b>←</b> | P x F ÷ 100                             | S |                  |                      |                                      |                                       |
|                |                  |                   |                 |                 |                  |     |           | Сопписты   | )<br> <br>         |                      |              |          |                                  |   | 0              |                  | 0                 |                 | 0               |                  | #   | Difference E   |                    |                   |                    | ←        | Q-S F                                   | T |                  |                      |                                      |                                       |
|                |                  |                   |                 |                 |                  |     |           | CHES       | on to              |                      |              |          |                                  |   | 0              |                  | 6                 |                 | 0               |                  | #   | Employees      | · AII              |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis        | U |                  |                      |                                      |                                       |
|                |                  |                   |                 |                 |                  |     |           |            |                    |                      |              |          |                                  |   | 0              |                  | 1                 |                 | 0               |                  | #   | Αc             |                    |                   |                    | ←        | Part 2:<br>Flow Data<br>Analysis        | V |                  |                      |                                      |                                       |
|                |                  |                   |                 |                 |                  |     |           |            |                    |                      |              |          |                                  |   | 0.0            | onomme           | 16.7              |                 | 0.0             | ********         | %   | Actual         | Aborig             | Tern              |                    | <b>←</b> | V ÷ U x                                 | W |                  |                      |                                      |                                       |
|                |                  |                   |                 |                 |                  |     |           |            |                    |                      |              |          |                                  |   | 0              |                  | 7                 |                 | 0               |                  | #   | Expected       | Aboriginal Peoples | Terminations      |                    | <b>←</b> | UxF÷100                                 | × |                  |                      |                                      |                                       |
|                |                  |                   |                 |                 |                  |     |           |            |                    |                      |              |          |                                  |   | 0              |                  | 0                 |                 | 0               |                  | #   | ed Difference  | ļ*                 | Š                 |                    | ←        | 100 V - X                               | Y |                  |                      |                                      |                                       |
|                |                  |                   |                 |                 |                  |     |           |            |                    |                      |              |          |                                  |   | 0              |                  | _                 |                 | 0               |                  |     |                | I I                |                   |                    |          |   |   |                  |                      |                                      |                                       |
|                |                  |                   |                 |                 |                  |     |           |            |                    |                      |              |          |                                  |   | 0.0            |                  | 13.0              |                 | 0.0             |                  | 9%  | Kate           | Furnover           |                   |                    |          | U÷<br>((DYear1+<br>DYear2)÷<br>2) x 100 |   |                  |                      |                                      |                                       |

| 12                             |                   | =                    |                    | 5                  |     | (E                     | Occ                | E                    |              |          | Data s                           |           | 12                                      |                   | =                    | 10                 |                  |       | (T                  | Ce                 | E                 |                    |          | Data   | Α   |                  |                      |                                      |                                       |
|--------------------------------|-------------------|----------------------|--------------------|--------------------|-----|------------------------|--------------------|----------------------|--------------|----------|----------------------------------|-----------|---|-------------------|----------------------|--------------------|------------------|-------|---------------------|--------------------|-------------------|--------------------|----------|--|-----|------------------|----------------------|--------------------------------------|---------------------------------------|
| Semi-Skilled Manual<br>Workers | Service Personnel | Intermediate Sales & | Ciciica i cisomici | Clarical Derconnel |     | (EEOG)                 | Occupational Group | Employment Equity    |              |          | Data sources:                    | Workers   | Semi-Skilled Manual                     | Service Personnel | Intermediate Sales & | Cietteal Fetsonnei | Clarical Demonal |       | (EEOG)              | Occupational Group | Employment Equity |                    |          | Data sources:                                | В   |                  |                      |                                      |                                       |
| 2017<br>2020                   | 2020              | 2017                 | 2020               | 2017               | #   |                        |                    | Vaar                 |              |          |                                  | 2017      | 2015                                    | 2017              | 2015                 | 2017               | 2015             | #:    |                     |                    | Year              |                    |          |  | С   |                  |                      |                                      |                                       |
| 830<br>830                     | 1                 | 1                    | 242                | 242                | #   | Employees              | · ·                | П                    | Ne           | <b>←</b> | Part 2:<br>Flow Data<br>Analysis | 770       |   | 0                 |                      | 222                | ; 199            | #     | Employees           | All                |                   |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis             | D   |                  |                      |                                      |                                       |
| 0 0                            | 22                | 22                   | 7                  | 7                  | #   | Actual                 | Aboriginal Peoples | Hires and Promotions | New Entrants | <b>←</b> | Part 2:<br>Flow Data<br>Analysis | 21        |   |                   |                      | 7                  | 5                | #:    |                     |                    |                   |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis             | R   |                  |                      |                                      |                                       |
| 0.0                            | 2200.0            | 2200.0               | 2.9                | 2.9                | %   | ual                    | d Peoples          | otions               | ınts         | <b>←</b> | E ÷ D x<br>100                   | 2.7       | 2.6                                     | 0.0               | 0.0                  | 3.2                | 2.5              | %     | Representation      |                    | <u> </u>          | Workf              | <b>←</b> | E + D<br>x 100                               | ম   |                  |                      |                                      |                                       |
| 0 0                            | 0                 | 0                    | 0                  | 0                  | #   | Goal                   |                    | 70                   |              | <b>←</b> | Part 3:<br>Goals                 | 2.1       | 2.0                                     | 0.0               | 0.0                  | 1.5                | 1.5              | %     | Availability        | Aboriginal Peoples | Workforce         | Workforce Analysis | <b>←</b> | Part 1:<br>Workforce<br>Analysis             | G   |                  |                      |                                      |                                       |
| 0.0                            | 0.0               | 0.0                  | 0.0                | 0.0                | %   | Goal Met               | Aboriginal Peoples | Short-term Goals     |              | <b>←</b> | E÷Gx<br>100                      | 16        | 12                                      | 0                 | 0                    | 3                  | ယ                | #     | bility              | Peoples            | 3                 | alysis             | <b>←</b> | DxG<br>÷100                                  | H   |                  |                      |                                      |                                       |
| 0.0                            | 0.0               | 0.0                  | 0.0                | 0.0                | 9/0 | Goal                   | _                  | m Goals              |              | <b>←</b> | Part 3: F                        | 5         | ω                                       | 0                 | 0                    | 4                  | 2                | #     | Gap I               |                    |                   |                    | <b>←</b> | Е-Н  | _   |                  |                      |                                      |                                       |
| 0.0                            | 0.0               | 0.0                  | 0.0                | 0.0                | %   | Percent of<br>Goal Met |                    |                      | Goals        | <b>←</b> | F + 1 x 100                      | 129.9     | 128.2                                   | 0.0               | 0.0                  | 210.2              | 167.5            | 8     | EE Result E         |                    |                   |                    | <b>←</b> | E+H F  | J   |                  |                      |                                      | Federal Contractors Program Achieveme |
| 0 0                            | 0                 | 0                    | 0                  | 0                  | #   | Goal Po                |                    | L                    | ls           | <b>←</b> | Part 3: 1<br>Goals               | 829       |   | 0                 |                      | 242                |                  | #     | Employees           | À                  |                   |                    | <b>←</b> | Part 2:<br>Flow Data Fl<br>Analysis /        | K   |                  | l I                  | Part 5: Results - Aboriginal Peoples | Contr                                 |
| 0.0                            | 0.0               | 0.0                  | 0.0                | 0.0                | #   | Percent of<br>Goal Met | Aboriginal Peoples | Long-term Goals      |              | <b>←</b> | E+Kx<br>100                      | 0         | *************************************** | 22                |                      | 7                  |                  | #:    | Actual              |                    | L                 |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis             | L   | 2017 N           | Iron Mountain Canada | Results                              | actors F                              |
| 0.0                            | 0.0               | 0.0                  | 0.0                | 0.0                | %   | Goal P.                | _                  | Goals                |              | <b>←</b> | Part 3: I<br>Goals               | 0.0       |   | 0.0               |                      | 2.9                |                  | %     |                     | Aboriginal Peoples | Hires             |                    | <b>←</b> | L+K F  | M   | 2017 November 30 | untain               | - Abor                               | rogran                                |
| 0.0                            | 0.0               | 0.0                  | 0.0                | 0.0                | #   | Coal Met               |                    |                      |              | ←        | F+Mx<br>100                      | 17        |   | 0                 |                      | 4                  |                  | 78:   | Expected Di         | eoples             |                   |                    | <b>←</b> | K x G +                                      | Z   | er 30            | Canada               | iginal I                             | n Achie                               |
|                                |                   |                      |                    |                    |     |                        |                    |                      |              |          |                                  | -17       |   | 22                |                      | ω                  |                  | #:    | Difference En       |                    |                   |                    | <b>←</b> | L-N Fl                                       | 0   |                  | _                    | eoples                               | vement                                |
|                                |                   |                      |                    |                    |     |                        |                    |                      |              |          |                                  | <u> -</u> |   | _                 |                      | 0                  |                  | #     | Employees           | À                  |                   |                    | <b>←</b> | Part 2: P<br>Flow Data Flo<br>Analysis A     | P   |                  |                      |                                      | nt Table                              |
|                                |                   |                      |                    |                    |     |                        |                    |                      |              |          |                                  | 0         |   | 0                 |                      | 0                  |                  | #     | Actual              | <b>-</b>           | Pro               | Flow               | <b>←</b> | Part 2: Q<br>Flow Data<br>Analysis           | Q   |                  |                      |                                      |                                       |
|                                |                   |                      |                    |                    |     |                        |                    |                      |              |          |                                  | 0.0       |   | 0.0               |                      | 0.0                |                  | %     | Ex                  | Aboriginal Peoples | Promotions        | Flow Data Analysis | <b>←</b> | Q ÷ P x   P x                                | R   |                  |                      |                                      |                                       |
|                                |                   |                      |                    |                    |     |                        | ^                  |                      |              |          |                                  | 0         |   | 0                 |                      | 0                  |                  | #E    | Expected   Diff     | oples              |                   | nalysis            | <b>←</b> | P x F ÷ 100 C                                | S   |                  |                      |                                      |                                       |
|                                |                   |                      |                    |                    |     |                        | Comments           |                      |              |          |                                  | 0         |   | 0                 |                      | 0                  |                  | #     | Difference Emp      |                    |                   |                    | <b>+</b> | Q-S Flow                                     | T   |                  |                      |                                      |                                       |
|                                |                   |                      |                    |                    |     |                        | its                |                      |              |          |                                  | 29        |   | 0                 |                      | 7                  |                  | 41:   | Employees           | <u>*</u>           |                   |                    | <u></u>  | Part 2: Pa<br>Flow Data Flow<br>Analysis Ana | U   |                  |                      |                                      |                                       |
|                                |                   |                      |                    |                    |     |                        |                    |                      |              |          |                                  |           |   | 0                 |                      | 0                  |                  | #     | Actual              | Ab                 | T                 |                    | <b>+</b> | Part 2: V +<br>Flow Data<br>Analysis 10      | V   |                  |                      |                                      |                                       |
|                                |                   |                      |                    |                    |     |                        |                    |                      |              |          |                                  | 3.4       |   | 0.0               |                      | 0.0                |                  | 9/6 £ | Expe                | Aboriginal Peoples | Terminations      |                    | 4        | V+Ux UxF                                     | W   |                  |                      |                                      |                                       |
|                                |                   |                      |                    |                    |     |                        |                    |                      |              |          |                                  | <u>-</u>  |   | 0                 |                      | 0                  |                  | #     | Expected Difference | ples               | Suc               |                    | 4        | U x F + 100 V - X                            | X   |                  |                      |                                      |                                       |
|                                |                   |                      |                    |                    |     |                        |                    |                      |              |          |                                  | 0         |   | 0                 |                      | 0                  |                  |       |                     | Turn               |                   |                    | <b>—</b> | DY (2)                                       | Y 2 |                  |                      |                                      |                                       |
|                                |                   |                      |                    |                    |     |                        |                    |                      |              |          |                                  | 4.3       |   | 0.0               |                      | 3<br>:3            |                  | *     | Rate                | Turnover           |                   |                    |          | U +<br>Year1 +<br>'ear2) +<br>'x 100         |     |                  |                      |                                      |                                       |

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| Total | WOLVETS | Other Manual | Personnel | Other Sales & Service |     | (EEOG)                 | Occupational Group | Employment Equity    |              |          | Data sources:                           | Cum   | Total | Workers Workers |          | Personnel | Other Sales & Service |   | (EEOG)         | Occupational Group | Employment Equity   |                    |          | Data sources:                              | AB           |                  |                      |                                      |                                      |
|-------|---------|--------------|-----------|-----------------------|-----|------------------------|--------------------|----------------------|--------------|----------|---|-------|-------|-----------------|----------|-----------|-----------------------|---|----------------|--------------------|---------------------|--------------------|----------|--|--------------|------------------|----------------------|--------------------------------------|--------------------------------------|
|       |         |              |           |                       |     |                        |                    |                      |              |          | *************************************** |       |       |                 |          |           | -                     |   |                |                    |                     |                    |          |  |              |                  |                      |                                      |                                      |
| 2020  | 2020    | 2017         | 2020      | 2017                  | #   |                        | 1831               |                      | ı            |          | -                                       | 2017  | 2015  | 2017            | 2015     | 2017      | 2015                  | # | E              |                    | Year                |                    |          |  | С            |                  |                      |                                      |                                      |
| 1,344 | 1 344   | 15           | 4         | 4                     | #   | Employees              | A=                 | Hires a              | Nev          | ←        | Part 2:<br>Flow Data<br>Analysis        | 1,231 | 968   | 14              | ∞        | 3         | 3                     | # | Employees      | All                |                     |                    | ←        | Part 1:<br>Workforce<br>Analysis           | D            |                  |                      |                                      |                                      |
| 32    | 3 0     | 0            | 1         | _                     | #   | Actual                 | Aboriginal Peoples | Hires and Promotions | New Entrants | <b>←</b> | Part 2:<br>Flow Data<br>Analysis        | 30    | 23    | 0               | 0        |           | _                     | # | Representation |                    |                     |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis           | E            |                  |                      |                                      |                                      |
| 2.4   | 2 0.0   | 0.0          | 25.0      | 25.0                  | %   | al                     | Peoples            | otions               | nts          | <b>←</b> | E ÷ D x<br>100                          | 2.4   | 2.4   | 0.0             | 0.0      | 33.3      | 33.3                  | % | ntation        |                    | _                   | Work               | <b>←</b> | E ÷ D<br>x 100                             | F            |                  |                      |                                      |                                      |
| 0     |         |              | 0         | 0                     | #   | Goal                   |                    |                      |              | <b>←</b> | Part 3:<br>Goals                        | 2.0   | 1.9   |                 |          | 0.8       | 8.0                   | % | Avai           | Aborigi            | Workforce           | force A            | <b>←</b> | Part 1:<br>Workforce<br>Analysis           | G            |                  |                      |                                      |                                      |
| 0.0   |         |              | 0.0       | 0.0                   | 9/9 | Percent of<br>Goal Met | Aborigi            | Short-to             |              | <b>←</b> | E ÷ G x<br>100                          | 25    | ) 18  | 0               |          | 0         | 0                     | # | Availability   | Aboriginal Peoples | ce                  | Workforce Analysis | <b>←</b> | DxG<br>+100                                | Н            |                  |                      |                                      |                                      |
| 0.0   |         |              | 0.0       | 0.0                   | 9/0 | Goal                   | Aboriginal Peoples | Short-term Goals     |              | <b>←</b> | Part 3:<br>Goals                        | 5     | 5     |                 | 0        |           | ) 1                   | # | Gap            |                    |                     |                    | <b>←</b> | Е-Н  | I            |                  |                      |                                      |                                      |
| 0.0   |         |              | 0.0       | 0.0                   | 9%  | Percent of<br>Goal Met |                    | s                    | G.           | <b>←</b> | F + 1 x 100                             | 121.9 | 125.1 |                 | $\neg$   | 4,166.7   | 4,166.7               | % | EE Result      |                    |                     |                    | <b>←</b> | E÷H<br>x100                                | J            |                  |                      |                                      | Feder                                |
| 0     |         |              | 0         | 0                     | #   | Goal                   |                    |                      | Goals        | <b>←</b> | Part 3:<br>Goals                        | 1,333 |       | 15              |          | 3         | ·                     | # | Employees      | All                |                     |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis           | K            |                  |                      | Part                                 | ral Con                              |
| 0.0   |         |              | 0.0       | 0.0                   | #   | Percent of<br>Goal Met | Aborigi            | Long-te              |              | <b>←</b> | E+Kx<br>100                             | 32    |       | 0               |          | 1         |                       | # |                |                    |                     |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis           | Т            | 201              | Iron N               | Part 5: Results - Aboriginal Peoples | Federal Contractors Program Achievem |
| 0.0   |         |              | 0.0       | 0.0                   | %   | Goal                   | Aboriginal Peoples | Long-term Goals      |              | <b>←</b> | Part 3:<br>Goals                        | 2.4   |       | 0.0             |          | 33.3      | овиван                | % | Actual         | Aborigir           | Hires               |                    | <b>←</b> | L+K<br>x100                                | M            | 7 Nove           | Iounta               | lts - Ah                             | s Progi                              |
| 0.0   |         |              | 0.0       | 0.0                   | #.  | Percent of<br>Goal Met |                    | s                    |              | ←        | F÷Mx<br>100                             | 27    |       | 0               |          | 0         |                       | # | Expected       | Aboriginal Peoples |                     |                    | <b>←</b> | K x G+                                     | Z            | 2017 November 30 | Iron Mountain Canada | origina                              | am Ac                                |
|       |         |              |           |                       |     |                        |                    |                      | <del></del>  |          | <u> </u>                                | (6)   |       |                 |          |           |                       | # | Difference     |                    |                     |                    | <b>←</b> | L - Z                                      | 0            |                  | da                   | I Peopl                              | nievem                               |
|       |         |              |           |                       |     |                        |                    |                      |              |          |   | 11    |       | 0               |          |           |                       | # | Employees      | A                  |                     |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis           | P            |                  |                      | S                                    | ent Table                            |
|       |         |              |           |                       |     |                        |                    |                      |              |          |   | 0     |       | 0               |          | 0         |                       | # |                |                    |                     | Ŧ                  | <b>←</b> | Part 2:<br>Flow Data<br>Analysis           | Q            |                  |                      |                                      | le                                   |
|       |         |              |           |                       |     |                        |                    |                      |              |          |   | 0.0   |       | 0.0             |          | 0.0       |                       | % | Actual         | Aborigi            | Promotions          | low Da             | <b>←</b> | Q + P x<br>100                             | R            |                  |                      |                                      |                                      |
|       |         |              |           |                       |     |                        |                    |                      |              |          |   |       |       |                 |          |           |                       | # | Expected       | Aboriginal Peoples | SILC                | Flow Data Analysis | <b>←</b> | P x F + 100                                | s            |                  |                      |                                      |                                      |
|       |         |              |           |                       |     |                        | Con                |                      |              |          |   | 0     |       | 0               |          | 0         |                       | # | Difference     |                    |                     | ysis               | <b>←</b> | 0 Q-S                                      | Т            |                  |                      |                                      |                                      |
|       |         |              |           |                       |     |                        | Comments           |                      |              |          |   | 0 4   |       | 0               |          | 0         |                       | # | e Employees    | All                |                     |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis           | U            |                  |                      |                                      |                                      |
|       |         |              |           |                       |     |                        |                    |                      |              |          |   | 45    |       | 0               |          | 0         |                       | # |                |                    |                     |                    | <b>←</b> | Part 2:<br>a Flow Data<br>Analysis         | V            |                  |                      |                                      |                                      |
|       |         |              |           |                       |     |                        |                    |                      |              |          |   | 2 4   |       | 0 0             | ******** | 0 0       |                       | % | Actual         | Abori              | Tern                |                    | <b>←</b> | u V + U x 100                              | W            |                  |                      |                                      |                                      |
|       |         |              |           |                       |     |                        |                    |                      |              |          |   | 4.4   |       | 0.0             |          | 0.0       |                       | # | Expected       | Aboriginal Peoples | <b>Terminations</b> |                    | <b>←</b> | X U x F ÷ 100                              | ×            |                  |                      |                                      |                                      |
|       |         |              |           |                       |     |                        |                    |                      |              |          |   | -     |       | 0               |          | 0         |                       | # | ed Difference  |                    | S                   |                    | ←        | 100 V - X                                  | Y            |                  |                      |                                      |                                      |
|       |         |              |           |                       |     |                        |                    |                      |              |          |   | 4.    |       | 0.0             |          | 0.0       |                       | % | nce Rate       | Turnover           |                     |                    |          | U +<br>((DYear1 +<br>DYear2) +<br>2) x 100 | $\mathbf{Z}$ |                  |                      |                                      |                                      |

| Part   Company   Part   Part |               |           |      |           |           |          |           |          |                | Feder       | al Con    | tractors  | s Progr      | am Ach  | iieveme  | nt Tab    | le        |          |             |          |           |           |     |             |            |                         |
|--|---------------|-----------|------|-----------|-----------|----------|-----------|----------|----------------|-------------|-----------|-----------|--------------|---------|----------|-----------|-----------|----------|-------------|----------|-----------|-----------|-----|-------------|------------|-------------------------|
| Part    |               |           |      |           |           |          |           |          |                | P           | art 6: F  | Results - | - Perso      | ns with | Disabi   | lities    |           |          |             |          |           |           |     |             |            |                         |
| 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  |               |           |      |           |           |          |           |          |                |             |           | Iron M    | lountai      | n Cana  | da       |           |           |          |             |          |           |           |     |             |            |                         |
| Part    |               |           |      |           |           |          |           |          |                |             |           | 2017      | Noven        | nber 30 |          |           |           |          |             |          |           |           |     |             |            |                         |
| Part    | A             | В         | C    | D         | Е         | F        | G         | Н        | I              | J           | K         | L         | M            | N       | О        | P         | Q         | R        | S           | Т        | U         | V         | W   | X           | Y          | Z                       |
| Very    | Data sources: | :         |      | Workforce | Workforce |          | Workforce |          | E - H          |             | Flow Data | Flow Data |              |         | L-N      | Flow Data | Flow Data |          | P x F ÷ 100 | Q - S    | Flow Data | Flow Data |     | U x F ÷ 100 | V - X      | ((DYear1 +<br>DYear2) ÷ |
| Part    |               |           |      | <b>V</b>  | Ţ         | ↓        | <u> </u>  | •        | <b>\</b>       | <b>\</b>    | <b>V</b>  | Ţ         | ↓            | ↓       | <b>\</b> | Ų.        | <b>\</b>  | <b>V</b> | •           | <u> </u> | ↓         | <b>V</b>  | 1   | Ų.          | <b>1</b>   | <u> </u>                |
| California   Capa   C |               |           |      |           |           |          |           | •        |                |             |           |           |              |         |          |           |           |          |             | /sis     |           |           |     |             |            |                         |
| CEO G   Replace   Replac |               |           | Year |           |           |          |           |          |                |             |           |           |              | B 122   |          |           |           |          |             |          |           |           |     |             |            |                         |
| The content of the  |               |           |      |           | Repres    |          | ,         |          |                | EE Result   |           |           |              |         |          |           |           |          |             |          |           |           |     |             | Difference |                         |
| Managers   2017   70   3   4.3   4.3   3   0   99.7   74   3   4.1   3   0   3   0   0.0   0   1   0   0.0   0   0   1.6   |               |           | #    | #         | #         | %        | %         | #        |                | %           | #         | #         | %            | #       | #        | #         | #         | %        | #           | #        | #         | #         | %   | #           | #          | %                       |
| C2   C3   C4   C5   C5   C5   C5   C5   C5   C5  |               |           | 2015 | 59        | 1         | 1.7      | 4.3       | 3        | -2             | 39.4        |           |           |              |         |          |           |           |          |             |          |           |           |     |             |            |                         |
| Comments   Comments  |               | agers     | 2017 | 70        | 3         | 4.3      | 4.3       | 3        | 0              | 99.7        | 74        | 3         | 4.1          | 3       | 0        | 3         | 0         | 0.0      | 0           | C        | ) 1       | 0         | 0.0 | 0           | 0          | 1.6                     |
| Data sources:   Part 2:   Part 2:   Flow Data   Flow | 03 Profe      | essionals |      | 4         |           | 1        |           |          | 0              |             |           |           |              |         |          |           |           |          |             |          |           |           |     |             |            |                         |
| Flow Data   Flow Data   Analysis   Flow Data    |               |           | 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                     |
| New Entrants   | Data sources: | :         |      | Flow Data | Flow Data | :        |           | 1        |                | F ÷ I x 100 |           |           |              |         |          |           |           |          |             |          |           |           |     |             |            |                         |
| Hires and Promotions   Short-term Goals   Long-term Goals   Persons with Disabilities   Persons with Disabilitie |               |           | 1    |           |           | <b>\</b> | <b>.</b>  | <b>1</b> | <b>\</b>       | <b>\</b>    | •         | <b>↓</b>  | <b>↓</b>     | ↓       |          |           |           |          |             |          |           |           |     |             |            |                         |
| Persons with Disabilities    |               |           |      |           |           |          |           |          |                |             |           | -         |              |         |          |           |           |          |             |          |           |           |     |             |            |                         |
| (EEOG)    All   Disabilities   |               |           | Year | Hires     |           |          |           |          |                |             |           |           |              |         |          |           |           |          |             |          |           |           |     |             |            |                         |
| Actual   Goal Met   Goal   Goal Met   Goal   Goal Met   Goal   Goal Met   Goal   Goal Met   Goal  |               | -         |      |           | Disal     | oilities |           |          | n Disabilities | 1           |           |           | Disabilities |         |          |           |           |          |             | Com      | ments     |           |     |             |            |                         |
| 01 & Managers     2017     77     3     3.9     0     0.0     0.0     0.0     0.0     0.0     0.0     0.0       02 Varieties     2017     13     0     0.0     0.0     0.0     0.0     0.0     0.0     0.0   | (5500)        |           |      | Employees | Ac        | tual     | Goal      |          | Goal           |             | Goal      |           |              |         |          |           |           |          |             |          |           |           |     |             |            |                         |
| & Managers     2020     77     3     3.9     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  | 01            |           |      |           | #         |          |           |          |                |             |           |           |              |         |          |           |           |          |             |          |           |           |     |             |            |                         |
| 03 Professionals 2017 13 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.  | & Mana        | agers     |      |           | 3         |          |           |          |                |             |           |           |              |         |          |           |           |          |             |          |           |           |     |             |            |                         |
| 103 Professionals  | 02            |           |      |           | , i       |          |           |          |                |             | Ů         |           |              |         |          |           |           |          |             |          |           |           |     |             |            |                         |
| 1 1 1 2020 1 131 01 0.01 01 0.01 0.01 0.01 0.01 0  | 03 Profe      | essionals | 2017 | 13<br>13  |           | 0.0      | 0         | 0.0      |                | 0.0         | 0         | 0.0       | 0.0          | 0.0     |          |           |           |          |             |          |           |           |     |             |            |                         |

| O6 Trades |          | on Supervisors |      | Technicians | 04 Semi-Professionals & |     | (EEOG)                 | Occupational Group           | Employment Fauity    |          |          | Data sources:                                 | • | Trades | Supervisors: Crafts & | 05 Supervisors |          | Technicians | Semi-Professionals |          | (EEOG)          | Occupational Group        | Employment Equity |                    |          | Data sources:                                 | A B |                  |                      |                                       |                                       |
|-----------|----------|----------------|------|-------------|-------------------------|-----|------------------------|------------------------------|----------------------|----------|----------|---|---|--------|-----------------------|----------------|----------|-------------|--------------------|----------|-----------------|---------------------------|-------------------|--------------------|----------|---|-----|------------------|----------------------|---------------------------------------|---------------------------------------|
|           | +        | 20             | 20   | 20          | ıls &   2017            |     |                        | ip Year                      |                      |          |          |   | • |        | $\dashv$              | 20             | 20 -     |             | մs& 2015           | #        |                 |                           | y Year            |                    |          |   |     |                  |                      |                                       |                                       |
| 2020      | 1 6      | 2020           | 2017 | 2020        | 17                      | # # | Employees              | ar<br>All                    |                      | Π        | _<br>_   | Part 2:<br>Flow Data<br>Analysis              | - | 2017   | 15                    | 2017           | 2015     | 2017        | 15                 | #        | Employees       | All                       | Ä                 |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis              | C D |                  |                      |                                       |                                       |
| 81        | 01       | 13             | 13   | 0           | 0                       | #   | yees                   |                              | Hires and Promotions | New E    | <b>+</b> | 2: Part 2:<br>Data Flow Data<br>ysis Analysis | - | 71     | 63                    | = :            | 10       | 0           | 0                  | #        |                 | -<br>[                    |                   |                    | +        | 1: Part 1:<br>orce Workforce<br>ysis Analysis | E   |                  |                      |                                       |                                       |
| 2         | ۰        | 0              | 0    | 0           | 0                       |     | Actual                 | Persons with<br>Disabilities | Promoti              | Entrants |          |   |   | 2      | 1                     | 0              | 0        | 0           | 0                  |          | Representation  |                           |                   | W                  |          |   |     |                  |                      |                                       |                                       |
| 2.5       | ,        | 0.0            | 0.0  | 0.0         | 0.0                     | %   |                        | , =                          | ons                  | <i>S</i> | <u></u>  | E÷Dx F  | - | 2.8    | 1.6                   | 0.0            | 0.0      | 0.0         | 0.0                | %        | on              | Per                       | Wo                | orkfor             | <b>—</b> | E + D Wo                                      | F   |                  |                      |                                       |                                       |
| 0         | > -      | 0              | 0    | 0           | 0                       | #   | Goal Po                | Per                          | Sh                   |          | <b>←</b> | Part 3: 1<br>Goals                            |   | 7.8    | 7.8                   | 13.9           | 13.9     | 0.0         | 0.0                | %        | Availability    | Persons with Disabilities | Workforce         | Workforce Analysis | <b>←</b> | Part 1:<br>Workforce<br>Analysis              | G   |                  |                      |                                       |                                       |
| 0.0       | 2 :      | 0.0            | 0.0  | 0.0         | 0.0                     | %   | Percent of<br>Goal Met | Persons with Disabilities    | Short-term Goals     |          | <b>←</b> | E÷Gx<br>100                                   | _ | 6      | 5                     | 2              | _        | 0           | 0                  | #        | lity            | isabilities               |                   | ılysis             | ←        | DxG<br>÷100                                   | Н   |                  |                      |                                       |                                       |
| 50.0      | 50.0     | 50.0           | 50.0 | 0.0         | 0.0                     | %   | Goal                   | Disabilities                 | n Goals              |          | ←        | Part 3:<br>Goals                              |   | -4     | -4                    | -2             | <u>.</u> | 0           | 0                  | #        | Gap             |                           |                   |                    | ←        | Е-Н   | _   |                  |                      |                                       |                                       |
| 4.9       | 4        | 0.0            | 0.0  | 0.0         | 0.0                     | %   | Percent of<br>Goal Met |                              |                      | Go       | <b>←</b> | F ÷ I x 100                                   |   | 36.1   | 20.4                  | 0.0            | 0.0      | 0.0         | 0.0                | %        | EE Result       |                           |                   |                    | <b>←</b> | E÷H<br>x 100                                  | J   |                  |                      | P                                     | Feder                                 |
| 0         |          | 0              | 0    | 0           | 0                       | #   | Goal                   |                              |                      | Goals    | <b>←</b> | Part 3:<br>Goals                              |   | 80     |                       | 12             |          | 0           |                    | #        | Employees       | All                       |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis              | K   |                  |                      | art 6: I                              | al Con                                |
| 0.0       |          |                | 0.0  | 0.0         | 0.0                     | #   | Percent of<br>Goal Met | Persons wi                   | Long-te              |          | ←        | E+Kx<br>100                                   |   | 2      |                       | 0              |          | 0           |                    | 71:      |                 |                           |                   |                    | ←        | Part 2:<br>Flow Data<br>Analysis              | 1   | 201              | Iron N               | <b>Results</b>                        | tractor                               |
| 50.0      |          |                | 50.0 | 0.0         | 0.0                     | %   | Goal                   | Persons with Disabilities    | Long-term Goals      |          | ←        | Part 3:<br>Goals                              | ľ | 2.5    | *******               | 0.0            |          | 0.0         |                    | %        | Actual          | Persons w                 | Hires             |                    | ←        | L+K<br>x 100                                  | Z   | 7 Nove           | Aounta               | - Pers                                | s Prog                                |
| 0 4.9     |          |                | 0.0  | 0.0         | 0.0                     | #   | Percent of<br>Goal Met | 8                            | ls                   |          | <b>←</b> | F÷M x<br>100                                  | - | 5      |                       | 0              |          |             |                    | #:       | Expected        | Persons with Disabilities |                   |                    | <b>←</b> | K x G ÷<br>100                                | Z   | 2017 November 30 | Iron Mountain Canada | Part 6: Results - Persons with Disabi | Federal Contractors Program Achieveme |
| 9         | <b>D</b> | 0              | 0    | .0          | 0                       |     | 12 4                   | <u> </u>                     | 1                    |          |          |   |   | 6      |                       | 2              | 1        | 0           |                    | #:       | Difference      | iė                        |                   |                    | <b>←</b> | L-7   | 0   | Ö                | ada                  | h Disal                               | hieven                                |
|           |          |                |      |             |                         |     |                        |                              |                      |          |          |   | ŀ | -4     |                       | -2             |          | 0           |                    | #        | ice Employees   | All                       |                   |                    | ←        | Part 2:<br>Flow Data<br>Analysis              | P   |                  |                      | bilities                              | nent Table                            |
|           |          |                |      |             |                         |     |                        |                              |                      |          |          |   | ŀ | _      |                       |                | 1        | 0           |                    | *        | rees            | Γ                         |                   |                    | <b>←</b> | 2: Part 2:<br>ata Flow Data<br>sis Analysis   | Q   |                  |                      |                                       | able                                  |
|           |          |                |      |             |                         |     |                        |                              |                      |          |          |   |   | 0      |                       | 0              |          | 0           |                    |          | Actual          | Perso                     | Prom              | Flow               |          |   |     |                  |                      |                                       |                                       |
|           |          |                |      |             |                         |     |                        |                              |                      |          |          |   |   | 0.0    |                       | 0.0            | +        | 0.0         |                    | %        | Exp             | Persons with Disabilities | Promotions        | Flow Data Analysis | <b>+</b> |   | R   |                  |                      |                                       |                                       |
|           |          |                |      |             |                         |     |                        | •                            |                      |          |          |   |   | 0      |                       | 0              | -        | 0           |                    | 41:      | Expected   Diff | bilities                  |                   | nalysis            | <b>+</b> | P x F ÷ 100 (                                 | S   |                  |                      |                                       |                                       |
|           |          |                |      |             |                         |     |                        | Comments                     |                      |          |          |   |   | 0      |                       | 0              | 4        | 0           |                    | #        | Difference En   |                           |                   |                    | <b>←</b> | Q-S Fi  | T   |                  |                      |                                       |                                       |
|           |          |                |      |             |                         |     |                        | ents                         |                      |          |          |   |   | _      |                       |                |          | 0           |                    | #        | Employees       | ě                         |                   |                    | <b>←</b> | Part 2:<br>Flow Data F<br>Analysis            | U   |                  |                      |                                       |                                       |
|           |          |                |      |             |                         |     |                        |                              |                      |          |          |   |   | 0      | 10mm                  | 0              |          | 0           |                    | #        | Actual          | P                         |                   |                    | ←        | Part 2:<br>Flow Data<br>Analysis              | V   |                  |                      |                                       |                                       |
|           |          |                |      |             |                         |     |                        |                              |                      |          |          |   |   | 0.0    |                       | 0.0            |          | 0.0         |                    | %        | al              | Persons with Disabilities | Terminations      |                    | <b>←</b> | V + U x 100                                   | W   |                  |                      |                                       |                                       |
|           |          |                |      |             |                         |     |                        |                              |                      |          |          |   |   | 0      |                       | 0              |          | 0           |                    | #        | Expected        | Disabilities              | ations            |                    | <b>←</b> | U x F ÷ 100                                   | X   |                  |                      |                                       |                                       |
|           |          |                |      |             |                         |     |                        |                              |                      |          |          |   |   | 0      |                       | 0              |          | 0           |                    | #        | Difference      |                           |                   |                    | <b>←</b> | V - X   | Y   |                  |                      |                                       |                                       |
|           |          |                |      |             |                         |     |                        |                              |                      |          |          |   | Ī | 1.5    |                       | 9.5            |          | 0.0         |                    | <b>%</b> | Rate            | Turnover                  |                   |                    | ←        | U+<br>((DYear1+<br>DYear2)+<br>2) x 100       | Z   |                  |                      |                                       |                                       |

|  |  |   |                                  |   |   |                           |                           |                                  | Ī                                       |  |                                  | _    | 12                                      | _  |
|--|--|---|----------------------------------|---|---|---------------------------|---------------------------|----------------------------------|---|--|----------------------------------|------|---|--|
|  | 0.0  | 0.0                                     | 0.0                              |   |   |                           | 0.0                       | 4.9                              | 41 4                                    | 830  | 2017                             | _    | Semi-Skilled Manual                     |  |
|  | 0.0  | 0.0                                     | 0.0                              | 0.0                                     |   | 0.0                       | 0.0                       | 0.0                              | 0 0                                     | 1  | 2020                             |      |   |  |
|  | 0.0  | 0.0                                     | 0.0                              |   | 0.0                                     | 0.0                       | 0.0                       | 0.0                              | 0 (                                     |  | 2017                             |      | Intermediate Sales &                    |  |
|  | 11.0   | 30.0                                    | 0.0                              |   | 0 11.0                                  | 0 30.0                    | 0.0                       | 3.3                              | <u>&amp;</u>                            | 242  | 2020                             |      | 10 Clerical Fersollile                  | _  |
|  | 11.0   | 30.0                                    | 0.0                              |   | 0 11.0                                  | 0 30.0                    | 0.0                       | <u>υ</u>                         |   | 242  | 2017                             |      |   |  |
|  | #  | %                                       | #                                | #                                       | %                                       | %                         | %                         | #                                | %                                       | # #  | *                                |      |   |  |
|  | Percent of<br>Goal Met   | Goal P                                  | Percent of<br>Goal Met           | of Goal                                 | Percent of<br>Goal Met                  | Geal                      | Percent of<br>Goal Met    | Goal                             | Actual                                  | Employees  | Empl                             |      | (EEOG)                                  |  |
| Comments   |  | Disabilities                            | Persons with Disabilities        |   | Ē                                       | Persons with Disabilities | Persons w                 |                                  | Persons with<br>Disabilities            | <u> </u>   | Year                             |      | Occupational Group                      |  |
|  |  | ong-term Goals                          | Long-ter                         |   | ıls                                     | Short-term Goals          | Short-t                   | -                                | romotion                                | Hires and Promotions                                       |                                  |      | Employment Faulty                       |  |
|  |  |   |                                  | Goals                                   |   |                           |                           |                                  | trants                                  | New Entrants   |                                  |      |   |  |
|  | ↓  | <b>←</b>                                | <b>←</b>                         | <b>←</b>                                | ←                                       | <b>←</b>                  | <b>←</b>                  | <b>-</b>                         | <b>←</b>                                | 1  |                                  | -    |   | a -                                      |
|  | F÷Mx<br>100  | Part 3: I<br>Goals                      | E ÷ K x<br>100                   | Part 3:<br>Goals                        | F÷I x 100                               | Part 3:<br>Goals          | E÷Gx<br>100               | c Part 3:<br>Goals               | eta E+Dx                                | Part 2: Part 2:<br>low Data Flow Data<br>Analysis Analysis | Part 2:<br>Flow Data<br>Analysis |      | Data sources:                           | Z-110-111-111-111-111-111-111-111-111-11 |
|  | None of the last o | *************************************** | ,                                | *************************************** | *************************************** |                           |                           |                                  | *************************************** |  |                                  |      | *************************************** | Ŧ  |
| 1 0 0.0 0 29 1 3.4 1   | 40 1   | 4.9                                     | 9 41                             | .8<br>.5 829                            | 2 106.8<br>2 105.5                      |                           | 8 28<br>8 37              | 5.1 4.8<br>5.1 4.8               | 30 5<br>39 5                            | 585<br>770   | 2015<br>2017                     |      | 12 Semi-Skilled Manual Workers          |  |
| 1 0 0.0 0 0 0 0 0.0 0  | 0 0  | 0.0                                     | 0                                |   | 0 0.0                                   |                           |                           |                                  |   | 0 0  | 2017                             | 1 8  | Service Personnel                       | _  |
| 0 0 0.0 0 7 0 0.0 0  | 17 -9  | 3.3                                     | 2 8                              | .5 242                                  |   |                           |                           |                                  |   | 222  | 2017                             |      | _                                       | _  |
|  |  |   |                                  | 1                                       | -8 43.1                                 |                           | 7.0 14                    | 3.0 7                            | 6 3                                     | 199  | 2015                             |      | 10 Clerical Personnel                   |  |
| # # " # # # # "/6 #  | # #  | %                                       | #                                | #                                       | %                                       | #                         | #                         | 9%                               | %                                       | #  | #                                |      |   |  |
| Employees Actual Expected Difference Employees Actual Expected   | Expected Difference Er   |   | s Actual                         | H Employees                             | EE Result                               | Gap                       | Availability              | 4                                | Representation                          | Employees Re   | Empl                             | ı    | (EEOG)                                  |  |
| Persons with Disabilities  |  | Persons with Disabilities               |                                  | All                                     |   | S                         | Persons with Disabilities | Persons v                        |   | A  | -                                | roup | Occupational Group                      |  |
|  |  | Hires                                   |                                  |   |   |                           | rce                       | Workforce                        |   |  | Year                             |      | Employment Equity                       |  |
| Flow Data Analysis   |  |   |                                  |   |   |                           | Workforce Analysis        | kforce.                          | Wor                                     |  |                                  | ,    |   |  |
| + + + + + + + + + +  | +  | <b>←</b>                                | <b>←</b>                         | <b>←</b>                                | <b>←</b>                                | <b>←</b>                  | <b>←</b>                  | <b>←</b>                         | <b>←</b>                                | <b>←</b>   |                                  |      |   | 3  |
| Part 2:         Part 2: <t< td=""><td>K x G + L - N FI</td><td>L+K I<br/>x 100</td><td>Part 2:<br/>Flow Data<br/>Analysis</td><td>Part 2:<br/>Flow Data<br/>Analysis</td><td>E ÷ H<br/>x 100</td><td>Е-Н</td><td>DxG<br/>+100</td><td>Part 1:<br/>Workforce<br/>Analysis</td><td>l: E+D<br/>rce x 100</td><td>Part 1: Part 1: Workforce Workforce Analysis Analysis</td><td>Par<br/>Work<br/>Ana</td><td></td><td>Data sources:</td><td></td></t<> | K x G + L - N FI   | L+K I<br>x 100                          | Part 2:<br>Flow Data<br>Analysis | Part 2:<br>Flow Data<br>Analysis        | E ÷ H<br>x 100                          | Е-Н                       | DxG<br>+100               | Part 1:<br>Workforce<br>Analysis | l: E+D<br>rce x 100                     | Part 1: Part 1: Workforce Workforce Analysis Analysis      | Par<br>Work<br>Ana               |      | Data sources:                           |  |
| P Q R S T U V W X  | N 0  | M                                       | L                                | K                                       | J                                       | I                         | Н                         | G                                | F                                       | D E  | С                                |      | A B                                     |  |
|  | er 30  | 2017 November 30                        | 2017                             |   |   |                           |                           |                                  |   |  |                                  |      |   |  |
|  | Canada   | Iron Mountain Canada                    | Iron M                           |   |   |                           |                           |                                  |   |  |                                  |      |   | _  |
| ities  | Persons with Disabilit   |   | Part 6: Results -                | Part 6:                                 |   |                           |                           |                                  |   |  |                                  |      |   |  |
| it Table   | Federal Contractors Program Achievement  | Prograi                                 | itractors                        | eral Cor                                | Fed                                     |                           |                           |                                  |   |  |                                  |      |   |  |
|  |  |   |                                  |   |   |                           |                           |                                  |   |  |                                  |      |   |  |

### Federal Contractors Program Achievement Table Part 6: Results - Persons with Disabilities Iron Mountain Canada **2017 November 30** Z В $\mathbf{C}$ D F G Н K M N O Р o S $\mathbf{T}$ U $\mathbf{V}$ W E L R $\mathbf{X}$ Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Part 2: Part 2: $E \div D$ K x G÷ $Q \div P x$ (DYear1 DxG $\mathbf{E} \div \mathbf{H}$ $L \div K$ Workforce Workforce Workforce E - H Flow Data Flow Data L-N Flow Data Flow Data P x F ÷ 100 Q - S Flow Data Flow Data UxF ÷ 100 V - X Data sources x 100 x 100 100 100 DYear2) ÷ ÷ 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities All Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All Turnovei (EEOG) Employee Employed Employee Employee Rate Representation Availability EE Result Actual Difference Actual Expected Actual Expected Difference Gap Expected Difference % % # % % % % % # Other Sales & Service 2015 0.0 6.3 0.0 Personnel 0.0 6.3 0.0 0.0 0.0 0.0 0 0.0 2017 5.3 Other Manual 2015 0.0 0.0 Workers 7.1 5.3 2017 14 134.8 6.7 0 0.0 0.0 0.0 38 5.5 53 968 3.9 -15 71.4 2015 Total 2017 1.231 54 4.4 5.4 66 -12 81.2 1.333 56 4.2 72 -16 11 0.0 45 2.2 4.1 -1 Part 2: Part 2: $E \div D x$ Part 3: $E \div G \; x$ Part 3: $E \div K x$ $F \div M x$ Part 3: Part 3: F ÷ I x 100 Data sources Flow Data Flow Data Goals Goals Goals 100 Goals Analysis Analysis 1 **New Entrants** Goals **Hires and Promotions** Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities (EEOG) Employees Percent of Percent of Percent of Percent of Actual Goal Goal Met Goal Met Goal Met Goal Met % % % Other Sales & Service 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Personnel 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 15 0.0 0.0 0.0 Other Manual 2017 6.7 0.0 0.0 0.0 Workers 15 6.7 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 2017 Total 2020 1,344 56 4.2 0.0 0.0 0.0 0.0 0.0 0.0

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| 03 Professionals | Managers | 02 Middle & Other | OI Semon Managers |      |     | (EEOG)                 | Occupational Group | Employment Equity    |              |          | Data sources:                           |          | 03 Professionals |       | Middle & Other | OI Sellioi Mallagers |      |          | (DEOG)         | Occupational Group | Employment Equity |                    |          | Data sources:                            | AB |                  |                      |                      |                                       |
|------------------|----------|-------------------|-------------------|------|-----|------------------------|--------------------|----------------------|--------------|----------|---|----------|------------------|-------|----------------|----------------------|------|----------|----------------|--------------------|-------------------|--------------------|----------|--|----|------------------|----------------------|----------------------|---------------------------------------|
| 2017<br>2020     | 2020     | 2017              | 2020              | 2017 | #   |                        | 1631               | *                    |              |          |   | 2017     | 2015             | 2017  | 2015           | 2017                 | 2015 | #        |                |                    | Year              |                    |          |  | С  |                  |                      |                      |                                       |
| 7                |          |                   |                   |      | #   | Employees              | <br>≧              |                      | フ            | <b>←</b> | Part 2:<br>Flow Data<br>Analysis        |          | 5                |       |                |                      |      | #        | Employees      |                    | Ī                 |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis         | D  |                  |                      |                      |                                       |
| 13<br>13         | 50       | 50                | 27                | 27   | #   | ees                    | Vis                | es and F             | lew Er       | <b>↓</b> | Part 2:<br>ata Flow Data<br>is Analysis | =        | 4                | 46    | 42             | 24                   | 17   | #:       |                | Γ                  |                   |                    | <b>←</b> | Part 1:  Workforce Analysis              | E  |                  |                      |                      |                                       |
| ယ ယ              | 10       | 10                |                   | _    |     | Actual                 | Visible Minorities | Hires and Promotions | New Entrants | _        | ETI.                                    | <u></u>  | 1                | 10    | 9              |                      | 1    |          | Representation |                    |                   | W.                 |          |  |    |                  |                      |                      |                                       |
| 23.1<br>23.1     | 20.0     | 20.0              | 3.7               | 3.7  | 9/9 | -                      | ties               | Suc                  | -            | <b>+</b> | ;÷Dx F                                  | 27.3     | 25.0             | 21.7  | 21.4           | 4.2                  | 5.9  | <i>*</i> | 98             |                    | Woi               | orkfor             | <b>—</b> | E + D Wc<br>x 100 A                      | F  |                  |                      |                      |                                       |
| 0                | 0        | 0                 | 0                 | 0    | #   | Goal P                 |                    | SI                   |              | <b>←</b> | Part 3:<br>Goals                        | 29.4     | 29.2             | 15.0  | 15.0           | 10.1                 | 10.1 | %        | Availability   | Visible Minorities | Workforce         | Workforce Analysis | <b>←</b> | Part 1:<br>Workforce<br>Analysis         | G  |                  |                      |                      |                                       |
| 0.0              | 0.0      | 0.0               | 0.0               | 0.0  | %   | Percent of<br>Goal Met | Visible Minorities | Short-term Goals     |              | <b>—</b> | E÷Gx<br>100                             | 3        | 1                | 7     | 6              | 2                    | 2    | #        | lity           | orities            |                   | ılysis             | <b>←</b> | D x G<br>+ 100                           | Н  |                  |                      |                      |                                       |
| 0.0              | 0.0      | 0.0               | 100.0             | 10.0 | 9/0 | Goal                   | inorities          | m Goals              |              | <b>←</b> | Part 3:<br>Goals                        | 0        | 0                | 3     | 3              | -1                   | -1   | #        | Gap            |                    |                   |                    | <b>←</b> | Е-Н                                      | I  |                  |                      |                      |                                       |
| 0.0              | 0.0      | 0.0               | 3.7               | 37.0 | %   | Percent of<br>Goal Met |                    | 9                    | G            | <b>←</b> | F ÷ I x 100                             | 92.8     | 85.6             | 144.9 | 142.9          | 41.3                 | 58.2 | 3        | EE Result      |                    |                   |                    | <b>←</b> | E÷H<br>x100                              | J  |                  |                      | Par                  | Fede                                  |
|                  |          |                   |                   |      | #   | Goal                   |                    |                      | Goals        | <b>←</b> | Part 3:<br>Goals                        |          | 6                |       | Ü              |                      | Ű    | #        | Employees      | À                  |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | K  |                  |                      | Part 7: Results -    | Federal Contractors Program Achievemo |
| 0                |          |                   | 0                 | 0    | #   | Percent of<br>Goal Met | Visit              | Long-                |              | <b>←</b> | E÷K<br>100                              | 11       |                  | 50    |                | 24                   |      | 11:      | 9.             |                    |                   |                    | <b>←</b> | Part 2:<br>ta Flow Data<br>s Analysis    | T  | 20               | Iron                 | sults -              | ntract                                |
| 0.0              | 0.0      | 0.0               |                   | 0.0  | %   | of Goal                | Visible Minorities | Long-term Goals      |              | ↓        | x Part 3:<br>Goals                      | <u></u>  |                  | 10    |                |                      |      | %        | Actual         | Vis                | Hires             |                    | ←        | 2:<br>ata L+K<br>sis ×100                |    | 2017 November 30 | lron Mountain Canada | Members of Visible M | ors Pro                               |
| 0.0              | 0.0      | 0.0               | 100.0             | 10.0 | é   |                        | ies                | oals                 |              | Ì        |   | 27.3     |                  | 20.0  |                | 4.2                  |      | e`       | Exp            | Visible Minorities | res               |                    |          |  |    | vembe            | ıtain (              | ers of               | ogram                                 |
| 0.0              | 0.0      | 0.0               | 3.7               | 37.0 | #   | Percent of<br>Goal Met | L                  |                      |              | <u> </u> | F÷Mx<br>100                             | ω.       |                  | 8     |                | 2                    |      | 41:      | Expected Di    | ities              |                   |                    | <b>—</b> | K x G +                                  | Z  | r 30             | anada                | Visibl               | Achie                                 |
|                  |          |                   |                   |      |     |                        |                    |                      |              |          |   | 0        |                  | ω     |                | -1                   |      | #        | Difference b   | L                  |                   |                    | <b>←</b> | L-N I                                    | 0  |                  |                      |                      | vemen                                 |
|                  |          |                   |                   |      |     |                        |                    |                      |              |          |   | 2        |                  | 0     |                | 3                    |      | #        | Employees      | All                |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | P  |                  |                      | norities             | ent Table                             |
|                  |          |                   |                   |      |     |                        |                    |                      |              |          |   | 0        |                  | 0     |                | 0                    |      | #        | À.             |                    |                   | Ξ                  | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | Q  |                  |                      |                      | е                                     |
|                  |          |                   |                   |      |     |                        |                    |                      |              |          |   | 0.0      |                  | 0.0   |                | 0.0                  |      | %        | Actual         | Visible            | Promotions        | ow Da              | ←        | Q ÷ P x<br>100                           | R  |                  |                      |                      |                                       |
|                  |          |                   |                   |      |     |                        |                    |                      |              |          |   | -        |                  | 0     |                | 0                    |      | at:      | Expected       | Visible Minorities | ons               | Flow Data Analysis | <b>←</b> | P x F ÷ 100                              | s  |                  |                      |                      |                                       |
|                  |          |                   |                   |      |     |                        | Ö                  |                      |              |          |   | _        |                  | 0     |                | 0                    |      | *        | ed Difference  | ľ                  |                   | ilysis             | ←        | 100 Q-S                                  | T  |                  |                      |                      |                                       |
|                  |          |                   |                   |      |     |                        | Comments           |                      |              |          |   | <u>-</u> |                  | 0     |                | 0                    |      |          |                | <u> </u>           |                   |                    |          |  |    |                  |                      |                      |                                       |
|                  |          |                   |                   |      |     |                        | ıts                |                      |              |          |   | 0        |                  | _     |                | 0                    |      | alt:     | Employees      | 4                  |                   |                    | <b>—</b> | Part 2: P<br>Flow Data Flo<br>Analysis A | U  |                  |                      |                      |                                       |
|                  |          |                   |                   |      |     |                        |                    |                      |              |          |   | 0        |                  | 0     |                | 0                    |      | #        | Actual         |                    |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis         | V  |                  |                      |                      |                                       |
|                  |          |                   |                   |      |     |                        |                    |                      |              |          |   | 0.0      |                  | 0.0   |                | 0.0                  |      | %        | _              | Visible Minorities | Terminations      |                    | <b>←</b> | V + U x 100                              | W  |                  |                      |                      |                                       |
|                  |          |                   |                   |      |     |                        |                    |                      |              |          |   | 0        |                  | 0     |                | 0                    |      | #        | Expected       | inorities          | ations            |                    | <b>←</b> | U x F ÷ 100                              | X  |                  |                      |                      |                                       |
|                  |          |                   |                   |      |     |                        |                    |                      |              |          |   |          |                  |       |                |                      |      | #        | Difference     |                    |                   |                    | ←        | ) V - X                                  | Y  |                  |                      |                      |                                       |
|                  |          |                   |                   |      |     |                        |                    |                      |              |          |   | 0.0      |                  | 0 2.3 |                | 0.0                  |      | %        | e Kate         | Turnover           |                   |                    |          | U÷<br>((DYear1 +<br>DYear2)÷<br>2) x 100 | Z  |                  |                      |                      |                                       |

| Trades | Supervisors: Crafts & | op Subcrarsors | 05 Supervisors | Technicians | 04 Semi-Professionals & | •   | (EEOG)                 | Occupational Group | Employment Equity    |            |          | Data sources:                    | Trades   | 06 Supervisors: Crafts & | obervisors |           | Technicians | Semi-Professionals & |             | (EEOG)          | Occupational Group | Employment Equity |                    |          | Data sources:                                | A B      |                  |                      |  |  |
|--------|-----------------------|----------------|----------------|-------------|-------------------------|-----|------------------------|--------------------|----------------------|------------|----------|----------------------------------|----------|--------------------------|------------|-----------|-------------|----------------------|-------------|-----------------|--------------------|-------------------|--------------------|----------|--|----------|------------------|----------------------|--|--|
| 2020   | 2017                  | 2020           | 2017           | 2020        | 2017                    | #:  |                        | 1631               | V.                   |            |          |                                  | 2017     | 2015                     | 2017       | 2015      | 2017        | 2015                 | #:          |                 |                    | Year              |                    |          |  | С        |                  |                      |  |  |
| 81     | 81                    | 13             | 13             | 0           | 0                       | *   | Employees              | À                  | Hires                | New        | <b>←</b> | Part 2:<br>Flow Data<br>Analysis | 71       | 63                       | 11         | 10        | 0           | 0                    | #           | Employees       | All                |                   |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis             | D        |                  |                      |  |  |
| 18     | 18                    | 5              |                | 0           | 0                       | #:  | 4                      | Visible            | Hires and Promotions | w Entrants | <b>←</b> | Part 2:<br>Flow Data<br>Analysis | 17       |                          | 4          |           | 0           | 0                    | #:          | Repre           |                    |                   |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis             | E        |                  |                      |  |  |
|        | 22.2                  | 38.5           | 38.5           | 0.0         | 0.0                     | %   | Actual                 | Visible Minorities | notions              | ants       | <b>←</b> | E + D x<br>100                   | 23.9     | 25.4                     |            | 30.0      | 0.0         | 0.0                  | %           | Representation  |                    |                   | Work               | <b>+</b> | E÷D<br>x100                                  | F        |                  |                      |  |  |
| 0      |                       |                | 0              | 0           |                         | #   | Goal                   |                    |                      |            | <b>←</b> | Part 3:<br>Goals                 | 10.4     | 10.6                     |            | 36.0      |             | 0.0                  | %           | Avai            | Visible            | Workforce         | Workforce Analysis | <b>←</b> | Part 1:<br>Workforce<br>Analysis             | G        |                  |                      |  |  |
|        |                       | 0.0            | 0.0            | 0.0         | 0.0                     | 9/6 | Percent of<br>Goal Met | Visible            | Short-to             |            | <b>←</b> | E÷Gx<br>100                      | 7        | 7                        |            | 4         | 0           | 0                    | #:          | Availability    | Visible Minorities | ce                | nalysis            | <b>←</b> | DxG<br>÷100                                  | Н        |                  |                      |  |  |
|        |                       | 0.0            | 0.0            | 0.0         | 0.0                     | %   | Geal                   | Visible Minorities | Short-term Goals     |            | <b>←</b> | Part 3:<br>Goals                 | 7 10     | 9                        |            | -         | 0           | 0                    | *           | Gap             |                    |                   |                    | <b>←</b> | Е- Н   | I        |                  |                      |  |  |
|        |                       | 0.0            | 0.0            | 0.0         | 0.0                     | %   | Percent of<br>Goal Met |                    | S                    | Q.         | <b>←</b> | F÷Ix100                          | 230.2    | 239.6                    |            | 83.3      |             | 0.0                  | 2           | EE Result       |                    |                   |                    | <b>←</b> | E÷H<br>x 100                                 | J        |                  |                      | Par                                      | неде                                   |
|        |                       |                |                |             |                         | #   | Goal                   |                    |                      | Goals      | ←        | Part 3:<br>Goals                 | 2 80     | 5                        | 5 12       | 3         |             | 0                    | #           | Employees       | ΔII                |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis             | K        |                  |                      | Part 7: Results - Members of Visible Min | Federal Contractors Program Achievemen |
| 0.0    |                       | 0.0            | 0.0            | 0.0         | 0.0                     | #:  | Percent of<br>Goal Met | Visible            | Long-t               |            | <b>←</b> | E + K x<br>100                   | 0 18     |                          |            |           | 0           |                      | *           |                 |                    |                   |                    | <b>←</b> | Part 2:<br>a Flow Data<br>Analysis           | Г        | 201              | Iron I               | sults - I                                | itracto                                |
|        |                       | 0.0            | 0.0            | 0.0         | 0.0                     | %   | Goal                   | Visible Minorities | Long-term Goals      |            | <b>←</b> | Part 3:<br>Goals                 | 8 22.5   | *********                | 4 33.3     |           | 0.0         |                      | %           | Actual          | Visible            | Hires             |                    | <b>←</b> | a L+K<br>x 100                               | Z        | 2017 November 30 | Iron Mountain Canada | Membe                                    | rs Prog                                |
|        | 0.0                   | 0.0            | 0.0            | 0.0         | 0.0                     | #   | Percent of<br>Goal Met |                    | ls                   |            | <b>←</b> | F÷Mx<br>100                      | 5        |                          | 3          |           | 0           |                      | <b>4</b> 11 | Expected        | Visible Minorities |                   |                    | <b>←</b> | K x G +                                      | Z        | mber 3           | in Can               | rs of Vi                                 | ram A                                  |
| 0      | 0                     | 0              | 0              | 0           | 0                       |     | 1-5                    |                    |                      |            |          |                                  | 8        |                          | 4          |           | 0           |                      | #           | d Difference    |                    |                   |                    | <b>←</b> | L-N  | 0        |                  | ada                  | sible N                                  | hieven                                 |
|        |                       |                |                |             |                         |     |                        |                    |                      |            |          |                                  | 10       |                          | 0          |           | 0           |                      | #:          | ce Employees    |                    |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis             | P        |                  |                      | linorities                               | ient lable                             |
|        |                       |                |                |             |                         |     |                        |                    |                      |            |          |                                  | -        |                          | 1          |           | 0           |                      | 4:          |                 |                    |                   |                    | <b>←</b> | Part 2:<br>ta Flow Data<br>s Analysis        | Q        |                  |                      | es                                       | ble                                    |
|        |                       |                |                |             |                         |     |                        |                    |                      |            |          |                                  | 0        |                          | 1 100      |           | 0           |                      | %           | Actual          | Visib              | Promotions        | Flow Data Analysis | ←        | Q+Px<br>ita 100                              | R        |                  |                      |  |  |
|        |                       |                |                |             |                         |     |                        |                    |                      |            |          |                                  | 0.0      |                          | 100.0      |           | 0.0         |                      | Th:         | Expected        | Visible Minorities | ions              | ata An:            | <b>←</b> | X P x F ÷ 100                                | s        |                  |                      |  |  |
|        |                       |                |                |             |                         |     |                        | Co                 |                      |            |          |                                  | 0        |                          | 0          |           | 0           |                      | *           | ed Difference   |                    |                   | ilysis             | <b>←</b> | 100 Q-S                                      | Т        |                  |                      |  |  |
|        |                       |                |                |             |                         |     |                        | Comments           |                      |            |          |                                  | 0        |                          | 1          |           | 0           |                      | <b>78</b> : | nce Employees   | <u></u>            |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis             | U        |                  |                      |  |  |
|        |                       |                |                |             |                         |     |                        | S                  |                      |            |          |                                  | <u> </u> |                          | 1          |           | 0           |                      | *           | rees            |                    |                   |                    | <b>←</b> | 2: Part 2:<br>Data Flow Data<br>sis Analysis | V        |                  |                      |  |  |
|        |                       |                |                |             |                         |     |                        |                    |                      |            |          |                                  | 0        |                          | 0          | ********* | 0           |                      | %           | Actual          | Visi               | Tei               |                    | <b>←</b> | 2:<br>V + U x<br>Data 100                    | W        |                  |                      |  |  |
|        |                       |                |                |             |                         |     |                        |                    |                      |            |          |                                  | 0.0      |                          | 0.0        |           | 0.0         |                      | 4:          | Expected        | Visible Minorities | Terminations      |                    | <b>←</b> | U x V x F ÷ 100                              | <b>X</b> |                  |                      |  |  |
|        |                       |                |                |             |                         |     |                        |                    |                      |            |          |                                  | 0        |                          | 0          |           | 0           |                      | #:          | cted Difference | es                 | ns                |                    | ,<br>+   | ÷ 100 V - X                                  | Y        |                  |                      |  |  |
|        |                       |                |                |             |                         |     |                        |                    |                      |            |          |                                  | 0        |                          | 0          |           | 0           |                      |             |                 | Turr               |                   |                    |          |  |          |                  |                      |  |  |
|        |                       |                |                |             |                         |     |                        |                    |                      |            |          |                                  | 1.5      |                          | 9.5        |           | 0.0         |                      | *           | Rate            | Turnover           |                   |                    |          | U +<br>((DYear1 +<br>DYear2) +<br>2) x 100   |          |                  |                      |  |  |

|      |  |              |                                  |                                  |                |                                  |                         |                  |   |   |                                  |                  |                | iieveme    |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
|------|--|--------------|----------------------------------|----------------------------------|----------------|----------------------------------|-------------------------|------------------|---|---|----------------------------------|------------------|----------------|------------|----------------------------------|----------------------------------|-------------------|------------------------|------------|----------------------------------|----------------------------------|----------------|------------------------|------------|-------------------------------------|
|      |  |              |                                  |                                  |                |                                  |                         |                  | Part                                    | 7: Resi                                 | ılts - M                         | lembers          | of Vis         | ible Mi    | norities                         | ş                                |                   |                        |            |                                  |                                  |                |                        |            |                                     |
|      |  |              |                                  |                                  |                |                                  |                         |                  |   |   | Iron M                           | Iountai          | n Cana         | da         |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
|      |  |              |                                  |                                  |                |                                  |                         |                  |   |   | 2017                             | Noven            | iber 30        | 1          |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
| T    | В                                      | С            | D                                | E                                | F              | G                                | Н                       | т                | .J                                      | K                                       | L                                | M                | N              | 0          | P                                | 0                                | R                 | s                      | Т          | T U                              | V                                | W              | X                      | Y          |                                     |
| A    | <b>D</b>                               |              |                                  |                                  |                |                                  | 11                      | I                | J                                       |   |                                  | IIVI             | 11             |            | I                                | T                                | <u>N</u>          | <u> </u>               |            |                                  | I                                |                |                        | <u>1</u>   | L L U÷                              |
| Data | sources:                               |              | Part 1:<br>Workforce<br>Analysis | Part 1:<br>Workforce<br>Analysis | E ÷ D<br>x 100 | Part 1:<br>Workforce<br>Analysis | D x G<br>÷ 100          | E - H            | E ÷ H<br>x 100                          | Part 2:<br>Flow Data<br>Analysis        | Part 2:<br>Flow Data<br>Analysis | L÷K<br>x 100     | K x G ÷<br>100 | L-N        | Part 2:<br>Flow Data<br>Analysis | Part 2:<br>Flow Data<br>Analysis | Q ÷ P x<br>100    | P x F ÷ 100            | Q - S      | Part 2:<br>Flow Data<br>Analysis | Part 2:<br>Flow Data<br>Analysis | V ÷ U x<br>100 | U x F ÷ 100            | V - X      | ((DYear1 +<br>DYear2) ÷<br>2) x 100 |
| !    |  |              | 1                                | <u> </u>                         | ↓              | 1                                | 1                       | 1                | <b>1</b>                                | Ţ                                       | <u> </u>                         | <u> </u>         | <b>\</b>       | <u> </u>   | <u> </u>                         | ` ↓                              | <u> </u>          | <u> </u>               | <u> </u>   | <u> </u>                         | <u> </u>                         | ↓              | <u> </u>               | <b>1</b>   | 1                                   |
|      |  |              |                                  |                                  | Work           | force Ai                         | nalysis                 |                  |   |   |                                  |                  |                |            |                                  | Fl                               | ow Dat            | a Analy                | /sis       |                                  |                                  |                |                        |            |                                     |
|      | ployment Equity<br>upational Group     | Year         |                                  |                                  | 1              | Vorkforc                         |                         |                  |   |   |                                  | Hires            |                |            |                                  | P                                | Promotio          |                        |            |                                  |                                  |                | nations                |            |                                     |
|      | працоват Group<br>ОС)                  |              | All<br>Employees                 | Represe                          | ntation        | Visible M<br>Availa              |                         | Gap              | EE Result                               | All<br>Employees                        | Δe                               | Visible N        |                | Difference | All<br>Employees                 | Ac                               | Visible !<br>tual | dinorities<br>Expected | Difference | All<br>Employees                 | Act                              |                | Minorities<br>Expected | Difference | Turnover<br>Rate                    |
| ľ    |  | #            | #                                | # #                              | %              | %                                | #                       | Gap<br>#         | EE Resuit                               | #                                       | #                                | %                | Expected<br>#  | #          | #                                | #                                | %                 | Expected<br>#          | #          | #                                | #                                | uai<br>%       | expected<br>#          | #          | %                                   |
| 07   | Administrative &                       | 2015         | 1                                | 0                                | 0.0            | 37.3                             | 0                       | 0                | 0.0                                     |   |                                  |                  |                |            |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
| 07   | Senior Clerical                        | 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                                 |
| 08   | Skilled Sales &<br>Service Personnel   | 2015         | 36<br>56                         | 2                                | 5.6<br>7.1     | 16.0<br>16.5                     | 6                       | -4<br>-5         | 34.7<br>43.3                            | 64                                      | 4                                | 6.2              | 11             | _          |                                  |                                  | 0.0               |                        |            |                                  | 0                                | 0.0            |                        | 0          | 13.0                                |
|      | Skilled Crafts &                       | 2017<br>2015 | 0                                | 0                                | 0.0            | 0.0                              | 0                       | -3               | 0.0                                     | 04                                      | 4                                | 6.3              | 11             | -7         | 0                                | 0                                | 0.0               | 0                      |            | , 0                              | 0                                | 0.0            | 0                      |            | 13.0                                |
| 09   | Trades Workers                         | 2017         | 0                                | 0                                | 0.0            | 0.0                              | 0                       | 0                | 0.0                                     | 0                                       | 0                                | 0.0              | 0              | 0          | 0                                | 0                                | 0.0               | 0                      | C          | 0                                | 0                                | 0.0            | 0                      | 0          | 0.0                                 |
| r    | »»»»»»»»»»»»»»»»»»»»»»»»»»»»»»»»»»»»»» |              |                                  |                                  |                |                                  |                         |                  | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, |                                  | i                |                | I          |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
| Data | sources:                               |              | Part 2:<br>Flow Data<br>Analysis | Part 2:<br>Flow Data<br>Analysis | E ÷ D x<br>100 | Part 3:<br>Goals                 | E ÷ G x<br>100          | Part 3:<br>Goals | F ÷ I x 100                             | Part 3:<br>Goals                        | E ÷ K x<br>100                   | Part 3:<br>Goals | F ÷ M x<br>100 |            |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
|      |  |              | <u> </u>                         | <b>1</b>                         | Ų.             | 1                                | 1                       | Ţ                | Ţ                                       | Ţ                                       | Ţ                                | <u> </u>         | J.             |            |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
|      |  |              | Nev                              | v Entra                          | nts            |                                  |                         |                  | Go                                      | als                                     |                                  |                  |                |            |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
|      | ployment Equity                        | Year         | Hires a                          | and Prom                         |                |                                  |                         | rm Goals         | i                                       |   |                                  | rm Goals         |                |            |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
|      | upational Group                        | * * * *      | All                              | Visible M                        | inorities      |                                  | Visible N<br>Percent of | linorities       | Percent of                              |   | Visible N<br>Percent of          | Inorities        | Percent of     |            |                                  |                                  |                   |                        | Com        | ments                            |                                  |                |                        |            |                                     |
| (EE  | OG)                                    |              | Employees                        | Act                              | ual            | Goal                             | Goal Met                | Goal             | Goal Met                                | Goal                                    | Goal Met                         | Goal             | Goal Met       |            |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
|      |  | #            | #                                | #                                | %              | #                                | %                       | %                | %                                       | #                                       | #                                | %                | #              |            |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
| 07   | Administrative &<br>Senior Clerical    | 2017         | 4                                | 3                                | 75.0<br>75.0   | 0                                | 0.0                     | 0.0              | 0.0                                     | 0                                       | 0.0                              | 0.0              | 0.0            |            |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
| 08   | Skilled Sales &                        | 2017         | 64                               | 4                                | 6.3            | 0                                | 0.0                     | 15.0             | 41.7                                    | 0                                       | 0.0                              | 15.0             | 41.7           |            |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
| 108  | Service Personnel                      | 2020         | 64                               | 4                                | 6.3            | 0                                | 0.0                     | 40.0             | 15.6                                    | 0                                       | 0.0                              | 40.0             | 15.6           |            |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |
| 09   | Skilled Crafts &<br>Trades Workers     | 2017<br>2020 | 0                                | 0                                | 0.0            | 0                                | 0.0<br>0.0              | 0.0              | 0.0                                     | 0                                       | 0.0<br>0.0                       | 0.0<br>0.0       | 0.0<br>0.0     |            |                                  |                                  |                   |                        |            |                                  |                                  |                |                        |            |                                     |

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| Column   C |  |           | 91.9<br>73.5           | 40.0<br>50.0     | 0.0                              | 0                                | 91.9<br>73.5           | 40.0<br>50.0 | 0.0                    | 0 0                              | 36.7<br>36.7   | 305<br>305                       | 830<br>830                       | 2017 | 12   Semi-Skilled Manual   Workers |
|--|--|-----------|------------------------|------------------|----------------------------------|----------------------------------|------------------------|--------------|------------------------|----------------------------------|----------------|----------------------------------|----------------------------------|------|------------------------------------|
| Federal Contractors Frozent Contractors   Federal Contractors    |  |           | 0.0                    | 0.0              | 0.0                              | 0                                | 0.0                    | 0.0          | 0.0                    | 0                                | 100.0          | 1                                | 1                                | 2020 |                                    |
| Federal Contractors Frozenical Males   Federal Males   Federal Males   Federal Males   Federal Contractors Frozenical Males   Federal Male |  |           | 0.0                    | 0.0              | 0.0                              | 0                                | 0.0                    | 0.0          | 0 0                    | 0                                | 100.0          |                                  | _                                | 2017 | Intermediate Sales &               |
| Federal Contractors Frogram Achievement Fable   Federal Contractors Fable Fa |  |           | 0.0                    | 0.0              | 0.0                              | 0                                | 0.0                    | 0.0          | 0.0                    | 0 0                              | 46.7           | 113                              | 242<br>242                       | 2017 |                                    |
| Federal Contraction Program Achievement Table     Federal Contraction Program Achievement Canada     Federal Canada   Federal Canada   Federal Canada   Federal Canada   Federal Canada   Federal Canada   Federal Canada   Federal Canada   Federal Canada   Federal Canada   Federal Canada   Federal Canada   Federal Ca |  |           | #                      | 9%               | #                                | #                                | %                      | 9/6          | 9/9                    | #                                | 9%             | #                                | #                                | #2:  |                                    |
| Federal Contractors Program Achievement Table  |  |           | Percent of<br>Goal Met |                  | Percent of<br>Goal Met           | Goal                             | Percent of<br>Goal Met |              | Percent of<br>Goal Met | Goal                             | ual            | Act                              | Employees                        |      | (EEOG)                             |
| Federal Contractors Program Achievement Table   Federal Contractors Program  | Comments   |           |                        | inorities        | Visible M                        |                                  |                        | inorities    | Visible M              |                                  | inorities      | Visible M                        |                                  | Tear | Occupational Group                 |
| C   D   E   F   G   H   I   J   K   L   M   N   O   P   O   R   S   T   U   V   W   X   Y   Z  |  |           |                        | m Goals          | Long-ter                         |                                  |                        | m Goals      | Short-ter              |                                  | otions         | nd Pron                          |                                  |      | Employment Equity                  |
| Part    |  |           |                        |                  |                                  | als                              | Go                     |              |                        |                                  | nts            | v Entra                          | Nex                              |      |                                    |
| Foliaria   Column   Foliaria    |  |           | ←                      | <b>←</b>         | <b>←</b>                         | <b>←</b>                         | <b>←</b>               | <b>←</b>     | <b>←</b>               | <b>←</b>                         | <b>←</b>       | <b>←</b>                         | <b>←</b>                         |      |                                    |
| Federal Contractors Program Achievement Table  |  |           | F÷Mx<br>100            | Part 3:<br>Goals | E + K x<br>100                   | Part 3:<br>Goals                 | F + 1 x 100            |              | E + G x<br>100         | Part 3:<br>Goals                 | E ÷ D x<br>100 | Part 2:<br>Flow Data<br>Analysis | Part 2:<br>Flow Data<br>Analysis |      | Data sources:                      |
| Federal Contractors   Frogram Achievement Table   Federal Contractors   Frogram Achievement Table   Federal Contractors   Frogram Achievement Table   Federal Contractors   Fe | 0 1 29 17 58.6 10 7  |           | 319                    | 36.7             | 304                              | 829                              | 94.5                   | -16          | 296                    | 38.5                             | 36.4           | 280                              | 770                              | 2017 |                                    |
| C   D   E   F   G   H   I   J   K   L   M   N   O   P   O   R   S   F   O   D   D   D   D   D   D   D   D   D  |  |           |                        |                  |                                  |                                  | 85.5                   | -33          | 227                    | 38.8                             | 33.2           | 194                              | 585                              | 2015 |                                    |
| Federal Contractors   Frogram Achievement   Table   Federal Contractors   Frogram Achievement   Table   Federal Contractors   Fede | 0 1 0 0 0.0 0 0  | 0         | 0                      | 0.0              | 0                                | 0                                | 0.0                    | 0            | 0                      | 0.0                              | 0.0            | 0                                | 0                                | 2017 | Service Personnel                  |
| Federal Contractors   Frogram Achievement Table   Federal Contractors   Frogram Achievement Table   Federal Contractors   Federal  |  |           |                        |                  |                                  |                                  | 0.0                    | 0            | 0                      | 0.0                              | 0.0            | 0                                | 0                                | 2015 | Intermediate Sales                 |
| Federal Contractors Program Achievement Table  | 0 0.0 0 7 4 57.1 3 1   | 34        | 79                     | 46.7             | 113                              | 242                              | 142.3                  | 31           | 72                     | 32.6                             | 46.4           | 103                              | 222                              | 2017 |                                    |
| Federal Contractors Program Achievement Table  |  |           |                        |                  |                                  |                                  | 127.5                  | - 83         | 333                    | 32 7                             | 41.7           |                                  | 199                              | 2015 |                                    |
| Federal Contractors Program Action   Federal Contractors   From Mountain Canada  | # % # # # 9% # #   | #         | ¥Ł.                    |                  |                                  | #                                | ž.                     |              | #                      | %                                | 9%             | #                                | #.                               | #    |                                    |
| Federal Contractors Program Achievement Table  | Actual Expected Difference Employees Actual Expected Difference  |           | Expected               | ual              | Act                              | Employees                        | EE Result              |              | bility                 | Availe                           | ntation        | Represe                          | Employees                        |      | (EEOG)                             |
| Federal Contractors   From Mountain Canada    Fart I:   Part I:   Part I:   Analysis   | Visible Minorities All Visible Minorities  |           | linorities             | Visible N        |                                  | IIV                              |                        |              | inorities              | Visible N                        |                |                                  |                                  |      | Occupational Group                 |
| ## Federal Contractors Program Achievement Table    Part 7: Results - Members of Visible Minorities  |  |           |                        | Hires            |                                  |                                  |                        |              | e                      | Vorkfore                         | _              |                                  |                                  | Vear | Employment Equity                  |
| Federal Contractors Program Achievement Table   Part 7: Results - Members of Visible Minorities   Part 7: Results - Members of Visible Minorities   Part 7: Results - Members of Visible Minorities   Part 8   | Flow Data Analysis   |           |                        |                  |                                  |                                  |                        |              | ıalysis                | orce Ai                          | Work           |                                  |                                  |      |                                    |
| ## Federal Contractors Program Achievement Table    Part 1:  |  | <b>←</b>  | <b>←</b>               | <b>+</b>         | <b>←</b>                         | <b>←</b>                         | <b>←</b>               | <b>+</b>     | <b>+</b>               | <b>←</b>                         | <b>←</b>       | <b>←</b>                         | <b>+</b>                         |      |                                    |
| Federal Contractors Program Achievement Table  Part 7: Results - Members of Visible Minorities  Iron Mountain Canada  2017 November 30  B C D E F G H I J K L M N O P Q R S T U V W X Y  | Part 2:<br>Flow Data         Q + P x<br>100         P x F + 100         Q - S         Part 2:<br>Flow Data         Part 2:<br>Flow Data         Part 2:<br>Flow Data         V + U x<br>100         V + U x<br>U x F + 100         V - X |           | K x G ÷<br>100         | L÷K<br>x 100     | Part 2:<br>Flow Data<br>Analysis | Part 2:<br>Flow Data<br>Analysis | E÷H<br>x 100           | Е-Н          | DxG<br>+100            | Part 1:<br>Workforce<br>Analysis | E ÷ D<br>x 100 | Part 1:<br>Workforce<br>Analysis |                                  |      | Data sources:                      |
| Federal Contractors Program Achievement Table  Part 7: Results - Members of Visible Minorities  Iron Mountain Canada  2017 November 30   | Q R S T U V W X Y  | 0         | z                      | Σ                | L                                | K                                | J                      | I            | Н                      | G                                | F              | E                                | D                                | С    |                                    |
| Federal Contractors Program Achievement Table  Part 7: Results - Members of Visible Minorities  Iron Mountain Canada   |  |           | aber 30                | Noven            | 2017                             |                                  |                        |              |                        |                                  |                |                                  |                                  |      |                                    |
| Federal Contractors Program Achievement Table  Part 7: Results - Members of Visible Minorities   |  | da        | n Cana                 | ountai           | Iron M                           |                                  |                        |              |                        |                                  |                |                                  |                                  |      |                                    |
| Federal Contractors Program Achievement Table  | rities   | ible Mino | of Visi                | embers           | ılts - M                         | 7: Resi                          | Part                   |              |                        |                                  |                |                                  |                                  |      |                                    |
|  | Table  | ievement  | am Ach                 | Progr            | ractors                          | al Con                           | Feder                  |              |                        |                                  |                |                                  |                                  |      |                                    |

| Total          |         | 14 Workers | Other Manual | 13 Personnel |                       |     | (EECG)    | Occupational Group | Employment Equity    |              |          | Data sources:                    |   | 1000     | Total     | Workers   | Other Manual | 13 Personnel |                       |     | (EECG)          | Occupational Group | Employment Equity |                    |          | Data sources:                             | Α |                   |   |                      |                      |                                      |
|----------------|---------|------------|--------------|--------------|-----------------------|-----|-----------|--------------------|----------------------|--------------|----------|----------------------------------|---|----------|-----------|-----------|--------------|--------------|-----------------------|-----|-----------------|--------------------|-------------------|--------------------|----------|---|---|-------------------|---|----------------------|----------------------|--------------------------------------|
|                |         |            | anual        | el           | Other Sales & Service |     |           | al Group           | at Equity            |              |          |                                  | *************************************** |          |           | -         | anual        | el           | Other Sales & Service |     |                 | iai caroup         | at Equity         |                    |          |   | В |                   |   |                      |                      |                                      |
| 2020           | 2012    | 2020       | 2017         | 2020         | 2017                  | #   |           |                    | Year                 |              |          |                                  |   | 2017     | 2015      | 2017      | 2015         | 2017         | 2015                  | #   |                 |                    | Year              |                    |          |   | С |                   |   |                      |                      |                                      |
| 1,344<br>1,344 | 1 3 4 4 | 15         | 15           | 4            | 4                     | #   | Employees | AII                | Hires :              | Nex          | ←        | Part 2:<br>Flow Data<br>Analysis |   | 1,231    | 968       | 14        | 8            | 3            | 3                     | #   | Employees       | All                |                   |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis          | D |                   |   |                      |                      |                                      |
| 471<br>471     | 411     | ٧.         | 5            | ω            | 3                     | #   | Ac        | Visible N          | Hires and Promotions | New Entrants | <b>←</b> | Part 2:<br>Flow Data<br>Analysis |   | 431      | 313       | 5         | 2            | 2            | 2                     | #   | Repres          |                    |                   |                    | <b>←</b> | Part 1:<br>Workforce<br>Analysis          | E |                   |   |                      |                      |                                      |
| 35.0           | 360     | <br>       | 33.3         | 75.0         | 75.0                  | 9/6 | Actual    | Visible Minorities | notions              | ants         | <b>←</b> | E + D x<br>100                   |   | 35.0     | 32.3      | 35.7      | 25.0         |              | 66.7                  | %   | Representation  |                    |                   | Work               | <b>←</b> | E ÷ D<br>x 100                            | F |                   |   |                      |                      |                                      |
| 0              |         |            | 0            |              | 0                     | #   | Goal      |                    |                      |              | <b>←</b> | Part 3:<br>Goals                 | -                                       | 33.3     | 33.3      |           | 36.9         | 52.7         | 52.7                  | %   | Avai            | Visible            | Workforce         | force A            | <b>←</b> | Part 1:<br>Workforce<br>Analysis          | G |                   |   |                      |                      |                                      |
| 0.0            |         |            |              |              | 0.0                   | %   | Goal Met  | Visible            | Short-t              |              | <b>←</b> | E + G x<br>100                   | *************************************** | 3 410    | 322       | ,,,,,,,,, |              |              |                       | #   | Availability    | Visible Minorities | ю.                | Workforce Analysis | <b>←</b> | DxG<br>+100                               | Н |                   |   |                      |                      |                                      |
| 0.0            |         |            | 0.0          |              | 0.0                   | 9/6 | Goal      | Visible Minorities | Short-term Goals     |              | <b>←</b> | Part 3:<br>Goals                 |   |          |           | 5         |              | 2            |                       | #   | Gap             |                    |                   | 9                  | <b>←</b> | Е-Н                                       |   |                   |   |                      |                      |                                      |
|                |         |            |              |              |                       | %   | Goal Met  | -                  | ıls                  |              | <b>←</b> | F÷I x 100                        | *************************************** | 21 105.1 | -9 97.1   |           | -1 67.8      | 0 126.5      | 0 126.5               | %   | EE Result       |                    |                   |                    | <b>←</b> | E + H<br>x 100                            | J |                   |   |                      | Pa                   | Fed                                  |
| 0.0            | 0 6     | 0 0        | 0.0          | 0.0          | 0.0                   | #   | or Goal   |                    |                      | Goals        | <b>←</b> | Part 3:<br>Goals                 | ·                                       | .1 1,333 | 1.        | .0        | .∞           | .5           | .5                    | #   | H Employees     | IIV.               |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis          | K |                   |   |                      | Part 7: Results -    | Federal Contractors Program Achievem |
| 0              |         |            | 0            |              | 0                     | #   | Goal Met  | Visit              | Long.                |              | ←        | E + K<br>100                     |   |          |           | 15        |              | ω            |                       | #   | es              |                    |                   |                    | ←        | Part 2:<br>tta Flow Data<br>is Analysis   | 1 | 2                 | 3 | Iron                 | esults -             | ntract                               |
| 0.0            |         |            | 0.0          |              | 0.0                   | %   | let Goal  | Visible Minorities | Long-term Goals      |              | ←        | x Part 3:<br>Goals               |   | 466 3    | ********* | 5 3       |              | 2 6          |                       | 9%  | Actual          | Visi               | Hires             |                    | <b>←</b> | 2:<br>ata x 100                           |   | ZOT / NOVEMBEL 30 |   | lron Mountain Canada | Members of Visible M | ors Pro                              |
| 0.0            | 0.0     | 0 0        | 0.0          | 0.0          | 0.0                   | #   | Goal Met  | _                  | als                  |              | ←        | 3: F+Mx<br>ls 100                |   | 35.0     |           | 33.3      |              | 66.7         |                       | #   | Expected        | Visible Minorities | es                |                    | <b>←</b> | K KxG                                     | Z | ешрег             |   | tain Ce              | ers of '             | gram /                               |
| 0.0            | 0 0     | 0 0        | 0.0          | 0.0          | 0.0                   |     | Met       | ;                  |                      |              |          | 0 X                              | 4                                       | 444      |           | 6         |              | 2            |                       | #   | rted Difference | s                  |                   |                    | ←        | 0 L-Z                                     | 0 | 36                | 3 | ınada                | Visible              | Achieva                              |
|                |         |            |              |              |                       |     |           |                    |                      |              |          |                                  |   | 22       |           | <u></u>   |              | 0            |                       | -   | **********      |                    |                   |                    |          |   |   |                   |   |                      |                      | ement "                              |
|                |         |            |              |              |                       |     |           |                    |                      |              |          |                                  |   | =        |           | 0         |              | _            |                       | #   | Employees       | AII .              |                   |                    | <b>—</b> | w E                                       | P |                   |   |                      | norities             | ent Table                            |
|                |         |            |              |              |                       |     |           |                    |                      |              |          |                                  |   | 5        |           | 0         |              |              |                       | #   | Actual          |                    | Pror              | Flow               | <b>—</b> | Part 2: Q<br>Flow Data<br>Analysis        | Q |                   |   |                      |                      |                                      |
|                |         |            |              |              |                       |     |           |                    |                      |              |          |                                  |   | 45.5     |           | 0.0       |              | 100.0        |                       | 9/6 | 5               | Visible Minorities | Promotions        | Data /             | <b>←</b> | Q ÷ P x P x                               | R |                   |   |                      |                      |                                      |
|                |         |            |              |              |                       |     |           |                    |                      |              |          |                                  |   | 4        |           | 0         |              | _            |                       | #   | Expected D      | urities            |                   | Flow Data Analysis | <b>←</b> | P x F ÷ 100                               | S |                   |   |                      |                      |                                      |
|                |         |            |              |              |                       |     |           | Comments           |                      |              |          |                                  |   | <u>-</u> |           | 0         |              | 0            |                       | #   | Difference E    |                    |                   | 8                  | ←        | Q-S F                                     | T |                   |   |                      |                      |                                      |
|                |         |            |              |              |                       |     |           | ents               |                      |              |          |                                  |   | 45       |           | 0         |              | 0            |                       | #   | Employees       | ¥                  |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis          | U |                   |   |                      |                      |                                      |
|                |         |            |              |              |                       |     |           |                    |                      |              |          |                                  |   | 21       |           | 0         |              | 0            |                       | #   | Actual          |                    |                   |                    | <b>←</b> | Part 2:<br>Flow Data<br>Analysis          | V |                   |   |                      |                      |                                      |
|                |         |            |              |              |                       |     |           |                    |                      |              |          |                                  |   | 46.7     |           | 0.0       |              | 0.0          |                       | %   | ž.              | Visible Minorities | Termin            |                    | ←        | V ÷ U x<br>100                            | W |                   |   |                      |                      |                                      |
|                |         |            |              |              |                       |     |           |                    |                      |              |          |                                  |   | 15       |           | 0         |              | 0            |                       | #   | Expected        | linorities         | Terminations      |                    | <b>←</b> | U x F ÷ 100                               | X |                   |   |                      |                      |                                      |
|                |         |            |              |              |                       |     |           |                    |                      |              |          |                                  |   | 6        |           | 0         |              | 0            |                       | #   | Difference      |                    |                   |                    | <b>←</b> | ) V - X                                   | Y |                   |   |                      |                      |                                      |
|                |         |            |              |              |                       |     |           |                    |                      |              |          |                                  |   | 5 4.1    |           | 0.0       |              | 0.0          |                       | 9%  | Rate            | Turnover           |                   |                    |          | U÷<br>((DYear1 +<br>DYear2) ÷<br>2) x 100 | Z |                   |   |                      |                      |                                      |

|   |  |            |       |            |       | Shor  | rt-term Goal                                     | Setting Tool                | - Women |                    |     |            |  |  |                                |     |                          |
|---|--|------------|-------|------------|-------|-------|--|-----------------------------|---------|--------------------|-----|------------|--|--|--------------------------------|-----|--------------------------|
|   |  |            |       |            |       |       |  | intain Canac<br>ber 30 2017 |         |                    |     |            |  |  |                                |     |                          |
| Α | В  | C          | D     | E          | F     | G     | Н  | I                           | 1       | К                  | L   | М          | N  | 0  | P                              | Q   | R                        |
|   | Data entry from<br>from<br>Workforce<br>Analysis | Date entry | ВхСх3 | Data entry | BxEx3 | D + F | Data entry from<br>from<br>Workforce<br>Analysis | Equivalent<br>to E          | HxIx3   | (D x N)<br>- O + J | GxM | Data entry | Data entry from<br>from<br>Workforce<br>Analysis | Data entry from<br>from<br>Workforce<br>Analysis | (H - J + L)<br>- ((B + D) x N) | H÷B | (H - J + L)<br>÷ (B + D) |

| Employment Equity                          | All         | Gr       | owth   | Termi    | nations | Anticipated |        |          |        |          |       | WOMEN   |              |             |               |                |                |
|--|-------------|----------|--------|----------|---------|-------------|--------|----------|--------|----------|-------|---------|--------------|-------------|---------------|----------------|----------------|
| Occupational Group                         | Employees   | Annually | Over 3 | Annually | Over 3  | Hires Over  | Number | Termina  | tions  | Hires    | 3 Yea | r Goals | Present      | Present Gap | Projected Gap | Present        | Projected      |
| (EEOG)                                     | Nov 30 2017 |          | Years  |          | Years   | 3 Years     |        | Annually | Over 3 | Required | 2018  | -2020   | Availability | _           |               | Representation | Representation |
|  |             |          |        |          |         |             |        |          | Years  | _        |       |         |              |             |               |                | in 3 Years     |
|  | #           | %        | #      | %        | #       | #           | #      | %        | #      | #        | #     | %       | %            | #           | #             | %              | %              |
| Senior Managers                            | 24          | 0.0%     | C      | 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%        | 4           | -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           |             |          | C      | )        | 0       | 0           |        | 0.0%     | 0      | 0        | 0     |         |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Supervisors                                |             |          | C      | )        | 0       | 0           |        | 0.0%     | 0      | 0        | 0     |         |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Supervisors: Crafts & Trades               |             |          | 0      | )        | 0       | 0           |        | 0.0%     | 0      | 0        | 0     |         |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Administrative & Senior Clerical Personnel |             |          | C      | )        | 0       | 0           |        | 0.0%     | 0      | 0        | 0     |         |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Skilled Sales & Service Personnel          |             |          | C      | )        | 0       | 0           |        | 0.0%     | 0      | 0        | 0     |         |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Skilled Crafts & Trades Workers            |             |          | C      | )        | 0       | 0           |        | 0.0%     | 0      | 0        | 0     |         |              |             | 0             | #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     |             |          | C      |          | 0       | 0           |        | 0.0%     | 0      | 0        | 0     |         |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Semi-Skilled Manual Workers                | 770         | 0.0%     | C      | 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%     | C      | 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%     | C      | 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 | В                       | C          | D     | E          | F     | G   | Н                       | I                  | J     | К                  | L   | М          | N                     | 0                       | P                              | Q                            | R                        |
|---|-------------------------|------------|-------|------------|-------|-----|-------------------------|--------------------|-------|--------------------|-----|------------|-----------------------|-------------------------|--------------------------------|------------------------------|--------------------------|
|   | Data entry from<br>from | Date entry | ВхСх3 | Date entry | ВхЕх3 | D+F | Data entry from<br>from | Equivalent<br>to E | HxIx3 | (D x N)<br>- O + J | GxM | Data entry | Data entry from from  | Data entry from<br>from | (H - J + L)<br>- ((B + D) x N) | $\mathbf{H} \div \mathbf{B}$ | (H - J + L)<br>÷ (B + D) |
|   | Workforce<br>Analysis   |            |       |            |       |     | Workforce<br>Analysis   |                    |       |                    |     |            | Workforce<br>Analysis | Workforce<br>Analysis   |                                |                              |                          |

| Employment Equity                          | All         | Gro      | wth    | Termin   | ations | Anticipated |        |          |        |          | ABOR     | IGINAL PEO | PLES         |             |               |                |                |
|--|-------------|----------|--------|----------|--------|-------------|--------|----------|--------|----------|----------|------------|--------------|-------------|---------------|----------------|----------------|
| Occupational Group                         | Employees   | Annually | Over 3 | Annually | Over 3 | Hires Over  | Number | Termin   | ations | Hires    | 3 Year G | oals       | Present      | Present Gap | Projected Gap | Present        | Projected      |
| (EEOG)                                     | Nov 30 2017 | -        | Years  | '        | Years  | 3 Years     |        | Annually | Over 3 | Required | 2015-20  | 17         | Availability | 1           |               | Representation | Representation |
|  |             |          |        |          |        |             |        |          | Years  |          |          |            | 1            |             |               |                | in 3 Years     |
|  | #           | %        | #      | %        | #      | #           | #      | %        | #      | #        | #        | %          | %            | #           | #             | %              | %              |
| Senior Managers                            | 24          | 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%     | (      | 2.0%     | 3      | 3           | 0      | 2.0%     | (      | 1        | 0        | 0.0%       | 2.2%         | -1          | -1            | 0.0%           | 0.0%           |
| Professionals                              |             |          | (      |          | 0      | 0           |        | 0.0%     | (      | 0        | 0        |            |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Semi-Professionals & Technicians           |             |          | (      |          | 0      | 0           |        | 0.0%     | (      | 0        | 0        |            |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Supervisors                                |             |          | (      |          | 0      | 0           |        | 0.0%     | (      | 0        | 0        |            |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Supervisors: Crafts & Trades               | 71          | 0.0%     | (      | 2.0%     | 4      | 4           | 1      | 2.0%     | (      | ) 1      | 0        | 0.0%       | 3.2%         | -1          | -1            | 1.4%           | 1.4%           |
| Administrative & Senior Clerical Personnel |             |          | (      | )        | 0      | 0           |        | 0.0%     | (      | ) 0      | 0        |            |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Skilled Sales & Service Personnel          | 56          | 0.0%     | (      | 10.0%    | 17     | 17          | 0      | 10.0%    | (      | 1        | 0        | 0.0%       | 1.2%         | -1          | -1            | 0.0%           | 0.0%           |
| Skilled Crafts & Trades Workers            |             |          | (      |          | 0      | 0           |        | 0.0%     | (      | 0        | 0        |            |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Clerical Personnel                         |             |          | (      |          | 0      | 0           |        | 0.0%     | (      | 0        | 0        |            |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Intermediate Sales & Service Personnel     |             |          | (      |          | 0      | 0           |        | 0.0%     | (      | 0        | 0        |            |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Semi-Skilled Manual Workers                |             |          | (      | 1        | 0      | 0           |        | 0.0%     | (      | 0        | 0        |            |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Other Sales & Service Personnel            |             |          | (      |          | 0      | 0           |        | 0.0%     | (      | 0        | 0        |            |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Other Manual Workers                       |             |          | (      | ol .     | 0      | 0           |        | 0.0%     | (      | 0        | 0        |            |              |             | 0             | #DIV/0!        | #DIV/0!        |

|   |  |            |       |            |       | Shor  | rt-term Goal                                     | Setting Tool                | - Women |                    |     |            |  |  |                                |     |                          |
|---|--|------------|-------|------------|-------|-------|--|-----------------------------|---------|--------------------|-----|------------|--|--|--------------------------------|-----|--------------------------|
|   |  |            |       |            |       |       |  | intain Canac<br>ber 30 2017 |         |                    |     |            |  |  |                                |     |                          |
| Α | В  | C          | D     | E          | F     | G     | Н  | I                           | 1       | К                  | L   | М          | N  | 0  | P                              | Q   | R                        |
|   | Data entry from<br>from<br>Workforce<br>Analysis | Date entry | ВхСх3 | Data entry | BxEx3 | D + F | Data entry from<br>from<br>Workforce<br>Analysis | Equivalent<br>to E          | HxIx3   | (D x N)<br>- O + J | GxM | Data entry | Data entry from<br>from<br>Workforce<br>Analysis | Data entry from<br>from<br>Workforce<br>Analysis | (H - J + L)<br>- ((B + D) x N) | H÷B | (H - J + L)<br>÷ (B + D) |

| Employment Equity                          | All         | Gr       | owth   | Termir   | nations | Anticipated |        |          |        |          |       | WOMEN   |              |             |               |                |                |
|--|-------------|----------|--------|----------|---------|-------------|--------|----------|--------|----------|-------|---------|--------------|-------------|---------------|----------------|----------------|
| Occupational Group                         | Employees   | Annually | Over 3 | Annually | Over 3  | Hires Over  | Number | Termina  | tions  | Hires    | 3 Yea | r Goals | Present      | Present Gap | Projected Gap | Present        | Projected      |
| (EEOG)                                     | Nov 30 2017 |          | Years  |          | Years   | 3 Years     |        | Annually | Over 3 | Required | 2018  | 3-2020  | Availability |             |               | Representation | Representation |
|  |             |          |        |          |         |             |        |          | Years  |          |       |         |              |             |               |                | in 3 Years     |
|  | #           | %        | #      | %        | #       | #           | #      | %        | #      | #        | #     | %       | %            | #           | #             | %              | %              |
| Senior Managers                            | 24          | 0.0%     | 0      | 0.0%     | 0       | 0           | 5      | 0.0%     | 0      | 2        | 0     | 67.0%   |              |             | 2 -2          | 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           |             |          | 0      |          | 0       | 0           |        | 0.0%     | 0      | C        | 0     |         |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Supervisors                                |             |          | 0      |          | 0       | 0           |        | 0.0%     | 0      | C        | 0     |         |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Supervisors: Crafts & Trades               |             |          | 0      |          | 0       | 0           |        | 0.0%     | 0      | C        | 0     |         |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Administrative & Senior Clerical Personnel |             |          | 0      |          | 0       | 0           |        | 0.0%     | 0      | C        | 0     |         |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Skilled Sales & Service Personnel          |             |          | 0      |          | 0       | 0           |        | 0.0%     | 0      | 0        | 0     | 1       |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Skilled Crafts & Trades Workers            |             |          | 0      |          | 0       | 0           |        | 0.0%     | 0      | C        | 0     |         |              |             | 0             | #DIV/0!        | #DIV/0!        |
| Clerical Personnel                         | 222         | 0.0%     | 0      | 3.0%     | 20      | 20          | 134    | 3.0%     | 12     | 25       | 10    | 50.0%   | 66.0%        | , -1        | 3 -15         | 60.4%          | 59.5%          |
| Intermediate Sales & Service Personnel     |             |          | 0      |          | 0       | 0           |        | 0.0%     | 0      | C        | 0     |         |              |             | 0             | #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%        | -6          | 2 -55         | 10.6%          | 11.6%          |
| Other Sales & Service Personnel            | 3           | 0.0%     | 0      | 0.0%     | 0       | 0           | 0      | 0.0%     | 0      | 2        | C     | 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-ter   | Short-term Goal Setting Tool - Aboriginal Peoples<br>Iron Mountain Canada<br>November 30 2017 | oal Setting Tool - Abor<br>Iron Mountain Canada<br>November 30 2017 | original Peo <sub>l</sub><br>da | oles    |                           |                    |                                      |  |                                |  |                             |
|--|--------------------------------------|------------|--------|--------------|-----------------|-------------|---|---|---------------------------------|---------|---------------------------|--------------------|--------------------------------------|--|--------------------------------|--|-----------------------------|
| A                                      | В                                    | С          | D      | Ħ            | Ŧ               | G           | Н   | ı   | J                               | К       | Т                         | М                  | z                                    | 0  | P                              | Q  | R                           |
|  | Data entry from<br>from<br>Workforce | Date entry | BxCx3  | Date entry   | BxEx3           | D+F         | Data entry from<br>from<br>Workforce  | Equivalent<br>to E  | HxIx3                           | (D x N) | GxM                       | Data entry         | Data entry from<br>from<br>Workforce | Data entry from Data entry from from Workforce Workforce | (H - J + L)<br>- ((B + D) x N) | H÷B  | (H - J + L)<br>+ (B + D)    |
|  |                                      |            |        |              |                 |             |   |   |                                 |         |                           |                    |                                      |  |                                |  |                             |
| Employment Equity                      | All                                  | Growth     | vth    | Terminations | ations          | Anticipated |   |   |                                 |         | ABO                       | ABORIGINAL PEOPLES | LES                                  |  |                                |  |                             |
| Occupational Group (EEOG)              | Employees<br>Nov 30 2017             | Annually   | Over 3 | Annually     | Over 3<br>Years | Hires Over  | Number  | Terminations Annually O   | Over 3                          | Hires   | 3 Year Goals<br>2015-2017 | Goals<br>2017      | Present<br>Availability              | Present Gap  | Projected Gap                  | Present Projected  Representation Representation | Projected<br>Representation |
|  | *                                    | %          | #      | %            | #               | #           | #   | %   | Years<br>#                      | #       | #                         | %                  | %                                    | #  | *                              | %  | in 3 Years<br>%             |
| Senior Managers                        | 24                                   | 0.0%       | 0      | 200.0        | 0               | 0           | 0   | 0.0%  | 0                               | 1       | 0                         | 0.0%               | 2.9%                                 | -1   | -1                             | 0.0%   | 0.0%                        |
| Middle & Other Managers                | 5                                    | 0.0%       | 0      | 2.0%         | ι <sub>3</sub>  | u           | 0   | 2.0%  | 0                               | _       | 0                         | 0.0%               | 2.2%                                 | <u>*</u>   | -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                            | ı                                    |            | . 0    | •            | . 0             | . 0         |   | 0.0%  | . 0                             | . 0     | 0                         | )<br>}             |                                      |  | 0                              | #DIV/0!  | #DIV/0!                     |
| Supervisors: Crafts & Trades           | 71                                   | 0.0%       | 00     | 2.0%         | 4 0             | 4           |   | 2.0%  | 0                               | -       | 0                         | 0.0%               | 3.2%                                 | _  | - L                            | 1.4%   | 1.4%                        |
| Skilled Sales & Service Personnel      | 56                                   | 0.0%       | 0      | 10.0%        | 17              | 17          | 0   | 10.0%   | 0                               | _       | 0                         | 0.0%               | 1.2%                                 | _  | -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  | Short-term Goal Setting Tool - Persons with Disabilities | Fool - Person        | s with Disat | ilities  |              |                           |                                    |                           |               |                               |                 |
|--|-------------------|------------|--------|--------------|--------|-------------|--|----------------------|--------------|----------|--------------|---------------------------|------------------------------------|---------------------------|---------------|-------------------------------|-----------------|
|  |                   |            |        |              |        |             | Iron Mou   | Iron Mountain Canada | 25           |          |              |                           |                                    |                           |               |                               |                 |
|  |                   |            |        |              |        |             |  |                      |              |          |              |                           |                                    |                           |               |                               |                 |
| A  | В                 | С          | D      | E            | F      | G           | Н  | I                    | J            | K        | Т            | М                         | Z                                  | 0                         | P             | Q                             | R               |
|  | Data entry from   | Date entry | BxCx3  | Date entry   | BxEx3  | D+F         | Data entry from  | Equivalent           | HxIx3        | ①xŊ      | GxM          | Data entry                | Data entry from                    | Data entry from           | (H - J + L)   | H÷B                           | (H-J+L)         |
|  | from<br>Workforce |            |        |              |        |             | from<br>Workforce  | to E                 |              | -0+J     |              |                           | from from -<br>Workforce Workforce | from<br>Workforce         | - ((B+D) x N) |                               | ÷(B+D)          |
|  | Analysis          |            |        |              |        |             | Analysis   |                      |              |          |              |                           | Anaiysis                           | Analysis                  |               |                               |                 |
| Employment Equity                          | All               | Growth     | vth    | Terminations | tions  | Anticipated |  |                      |              |          | PERSO        | PERSONS WITH DISABILITIES | ILITIES                            |                           |               |                               |                 |
| Occupational Group                         | Employees         | Annually   | Over 3 | Annually     | Over 3 | Hires Over  | Number   | Terminations         | ations       | Hires    | 3 Year Goals | Goals                     | Present                            | Present Gap Projected Gap |               | Present                       | Projected       |
| (EEOG)                                     | Nov 30 2017       |            | Years  |              | Years  | 3 Years     |  | Annually             | Over 3       | Required | 2015-2017    | .2017                     | Availability                       |                           |               | Representation Representation | Representation  |
|  | #                 | %          | #      | %            | #      | #           | #  | %                    | Years<br>#   | #        | #            | %                         | %                                  | #                         | #             | %                             | in 5 Years<br>% |
| Senior Managers                            |                   |            | 0      |              | 0      | 0           | )  | 0.0%                 | 0            | 0        | 0            |                           |                                    |                           | 0             | #DIV/0!                       | #DIV/0!         |
| Middle & Other Managers                    |                   |            | 0      |              | 0      | 0           |  | 0.0%                 | 0            | 0        | 0            |                           |                                    |                           | 0             | #DIV/0!                       | #DIV/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                                | Ξ                 | 0.0%       | 0      | 10.0%        | w      | w           | 0  | 10.0%                | 0            | 2        | 2            | 50.0%                     | 13.9%                              | -22                       | 0             | 0.0%                          | 18.2%           |
| Supervisors: Crafts & Trades               | 71                | 0.0%       | 0      | 2.0%         | 4      | 4           | 2  | 2.0%                 | 0            | 4        | 2            | 50.0%                     | 7.8%                               | 4                         | -2            | 2.8%                          | 5.6%            |
| Administrative & Senior Clerical Personnel |                   |            | 0      |              | 0      |             |  | 0.0%                 | 0            | 0        | 0            |                           |                                    |                           | 0             | #DIV/0!                       | #DIV/0!         |
| Skilled Sales & Service Personnel          | 56                | 0.0%       | 0      | 10.0%        | 17     | 17          | 7  | 10.0%                | 0            | _        | 0            | 0.0%                      | 3.5%                               |                           | <u>.</u>      | 1.8%                          | 1.8%            |
| Skilled Crafts & Trades Workers            |                   |            | 0      |              | 0      | 0           |  | 0.0%                 | 0            | 0        | 0            |                           |                                    |                           | 0             | #DIV/0!                       | #DIV/0!         |
| Clerical Personnel                         | 222               | 0.0%       | 0      | 3.0%         | 20     | 20          | ~  | 3.0%                 | _            | 9        | 6            | 30.0%                     | 7.0%                               | å                         | ය             | 3.6%                          | 5.9%            |
| 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             | #DIV/0!                       | #DIV/0!         |
| Other Manual Workers                       |                   |            | 0      |              | 0      | 0           |  | 0.0%                 | 0            | 0        | 0            |                           |                                    |                           | 0             | #DIV/0!                       | #DIV/0!         |

| TOTAL CITY                  | TOTAL CITY        | >                |                       |                                       | 2.                            | >    | >                | -                   | 2007                                     |   |             |              |            |        |            |                       | Catalog and the second                     |
|-----------------------------|-------------------|------------------|-----------------------|---------------------------------------|-------------------------------|------|------------------|---------------------|--|---|-------------|--------------|------------|--------|------------|-----------------------|--|
| #DIV/0!                     | #DIV/0!           | 0                |                       |                                       | 0                             | 0    | 0                | 31                  | 0.0%                                     | ں   |             |              |            | 0      |            |                       | Other Sales & Service Personnel            |
| 37.7%                       | 36.4%             | -6               | -16                   | 38.5%                                 | 35 50.0%                      | 41   | 25 4             |                     | 3.0%                                     | 9 280   | 69          |              | 3.0%       |        | 0.0%       | 770                   | Semi-Skilled Manual Workers                |
| #DIV/0!                     | #DIV/0!           | 0                |                       |                                       | 0                             | 0    | 0                |                     | 0.0%                                     | 9   |             |              |            | 0      |            |                       | Intermediate Sales & Service Personnel     |
| #DIV/0!                     | #DIV/0!           | 0                |                       |                                       | 0                             | 0    | 0                | 3                   | 0.0%                                     | ۷   |             |              |            | 0      |            |                       | Clerical Personnel                         |
| #DIV/0!                     | #DIV/0!           | 0                |                       |                                       | 0                             | 0    | 0                |                     | 0.0%                                     | ٥   |             |              |            | 0      |            |                       | Skilled Crafts & Trades Workers            |
| 17.9%                       | 7.1%              | _                | -5,                   | 16.5%                                 | 7 40.0%                       | 6    | 1                | .01.                | 10.0%                                    | 7 4   | _           | =            | 10.0%      |        | 0.0%       | 56                    | Skilled Sales & Service Personnel          |
| #DIV/0!                     | #DIV/0!           | 0                |                       |                                       | 0                             | 0    | 0                | 0                   | 0.0%                                     |   |             |              |            | 0      |            |                       | Administrative & Senior Clerical Personnel |
| #DIV/0!                     | #DIV/0!           | 0                |                       |                                       | 0                             | 0    | 0                |                     | 0.0%                                     | ٥   | _           |              |            | 0      |            |                       | Supervisors: Crafts & Trades               |
| #DIV/0!                     | #DIV/0!           | 0                |                       |                                       | 0                             | 0    | 0                |                     | 0.0%                                     | ٥   | _           |              |            | 0      |            |                       | Supervisors                                |
| #DIV/0!                     | #DIV/0!           | 0                |                       |                                       | 0                             | 0    | 0                | 0                   | 0.0%                                     | 0   |             |              |            | 0      |            |                       | Semi-Professionals & Technicians           |
| #DIV/0!                     | #DIV/0!           | 0                |                       |                                       | 0                             | 0    | 0                |                     | 0.0%                                     | ٥   |             |              |            | 0      |            |                       | Professionals                              |
| #DIV/0!                     | #DIV/0!           | 0                |                       |                                       | 0                             | 0    | 0                |                     | 0.0%                                     | ٥   |             |              |            | 0      |            |                       | Middle & Other Managers                    |
| 4.2%                        | 4.2%              | -1               | <u>.</u>              | 10.1%                                 | 0 100.0%                      | _    | 0                | 9,                  | 0.0%                                     | 0   |             |              | 0.0%       | ŭ 0    | 0.0%       | 24                    | Senior Managers                            |
| %                           | %                 | #                | #                     | %                                     | %                             | #    | #                | # "                 | %  | #   | #           | #            | %          | #      | %          | #                     |  |
| in 3 Years                  | - Andrews         |                  |                       |                                       | 1000                          |      | han              | Vears               | Čimeni.                                  |   |             |              |            |        |            |                       | (2200)                                     |
| Projected<br>Representation | Present Projected | Projected Gap    | Present Gap           | Present<br>Availability               | 3 Year Goals                  |      | Hires            | Terminations  No. 1 | Annually                                 | Number  | Hires Over  | Over 3       | Annually   | Over 3 | Annually   | Employees             | Occupational Group                         |
|                             |                   |                  |                       | INORITIES                             | MEMBERS OF VISIBLE MINORITIES | MEML |                  |                     |  |   | Anticipated | Terminations | Termi      | Growth | Gn         | A                     | Employment Equity                          |
|                             |                   |                  |                       |                                       |                               |      |                  |                     |  | •   |             |              |            |        |            |                       |  |
| - (u+u)                     |                   | - ((D + D) X (V) | Workforce<br>Analysis | Workforce Workforce Analysis Analysis |                               |      | -<br>-<br>-<br>- |                     | 6  | Workforce<br>Analysis                             |             |              |            |        |            | Workforce<br>Analysis |  |
| (H-J+L)                     | H+B               | (H-J+L)          | Data entry from       | Data entry from                       | Data entry                    | GxM  | Dx S             | HxIx3               | Equivalent                               | Data entry from                                   | D+F         | BxEx3        | Date entry | BxCx3  | Date entry | Data entry from       |  |
| R                           | Q                 | P                | 0                     | z                                     | М                             | Т    | K                | J                   | -  | н   | G           | Ŧ            | E          | D      | С          | В                     | A  |
|                             |                   |                  |                       |                                       |                               |      |                  | ada<br>7            | Iron Mountain Canada<br>November 30 2017 | Iron Mo<br>Noven                                  |             |              |            |        |            |                       |  |
|                             |                   |                  |                       |                                       |                               |      | ities            | isible Minor        | ng Tool - Vi                             | Short-term Goal Setting Tool - Visible Minorities | Short-te    |              |            |        |            |                       |  |
|                             |                   |                  |                       |                                       |                               |      |                  |                     |  |   |             |              |            |        |            |                       |  |

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**

03/10/2017 Initiated: 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 firs 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.
- $\boxtimes$ 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>

 $\textbf{Subject:} \ \ \textbf{Government of Canada Agreement Number: } 060929-\textbf{Notification of Compliance with the}$ 

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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish 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 Join the online workplace Lynny, space for employers. Send us an email to join!