

Ressources humaines et Skills Development Canada Développement des compétences Canada

OFFICIAL USE ONLY Agreement N°: 050029

Labour Program Federal Contractors Program

### **Agreement to Implement Employment Equity**

Dew Agreement				
Revised Agreement				
		ورين وي دو ريد و يغير هم فاريت المستحدة فاستحدث		
Legal Name of Organization	ORGANIZATION	Darnat		
		Parent company		7
Committee Norman + C	4	(	Yes	[☑] No
Operating Name (if different from Legiupe of Organization)	XIVI(L)	Drogurousout D.	oinana Mumba	
Campleon		Total number of e		nada
Organization's North American Industry Classification System (NA	ICS) Code Nº	(Full-Time/Part-Ti To find your organ		Code Number please
		visit: http://www.s norme/naics-sciar	statcan.gc.ca/sul	ojects-sujets/standard-
5613				
Official use only (if information above is incorrect)	***************************************			
*	umber of employees in Canad		Organization's	NAICS Code No
	250		Ciganizations	Wilds Gode Na
	HEAD OFFICE			
Address (building number, street, suite, etc.)	City		Province	Postal Code
43	Telephone Number		Fax Number	<u> 1818 549</u>
245 Slater street, #500	2 613-237	8888	1	230-7711
	YMENT EQUITY CONTA	CT		
Name (print) CARTOTTANE LOCETTO	Title	9		
Felephone Number	HUTTIGEN	KESOUR	120 140	LHS GKL_
514 985 6485		e Levella	(e) qua	ntom-ca-
	CERTIFICATION		~	
he above-named organization:				
<ul> <li>having a combined workforce of 100 or more permanent 12 weeks or more in Canada, AND</li> </ul>				
<ul> <li>intending to bid on, or being in receipt of, a federal gove Supply Arrangement, valued at \$1,000,000 or more (incl</li> </ul>	mment goods or services o uding applicable taxes).	ontract, standing	offer or contra	ct issued under a
lereby certifies its commitment to implement or maintain en istrument, in keeping with the Federal Contractors Prograr lease refer to: http://www.hrsdc.gc.ca/eng/labour/equality/fc	nployment equity on an on-p n requirements. For more in	joing basis, beyo formation on how	end the period of w to implement	of the procurement employment equity
nportant note: If an audit of the Agreement to Implement E	Employment Equity uncover	s misrepresentat	tion on the part	of the organization
te procurement instrument(s) with the Government of Cana	da may be terminated.			~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
OTE: The signature	SIGNATORY		~~~~	
OTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization.	R an authorized person in a	an executive pos	ition with legal	authority to sign a
ame (print)	Title (		>	
OFFICE URITED VILLA	E-mail Address	<u>isident 1</u>	PARTOR	111
	Date	elikovi	telendi	guartumic
	arej.	10/2	013	;
<del>_</del>	URN INSTRUCTIONS			
IPC			1.7	
The original copy of the signed Agreement to Implem at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhd	ent Employment Equity fo	orm must be se	nt to the Labo	ur Program fax,

From: Normandin, Ward W [NC] < ward.normandin@labour-travail.gc.ca > On Behalf Of EE-EME Sent: August 9, 2017 1:45 PM

**To:** 'mwelik@quantum.ca' <mwelik@quantum.ca>; 'Kapralos, Joanna' <jkapralos@quantum.ca> **Cc:** Harvey, Anupa A [NC] <anupa.harvey@hrsdc-rhdcc.gc.ca>; Goodwin, Jennifer C [NC] <jennifer.goodwin@hrsdc-rhdcc.gc.ca>

**Subject:** Request for Extension to Submit Federal Contractors Program Compliance Assessment Information

### Good afternoon,

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 September 15th, 2017.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: <a href="mailto:ee-em@hrsdc-rhdcc.gc.ca">ee-em@hrsdc-rhdcc.gc.ca</a>.

### Anupa Harvey

Manager, Operations, Workplace Equity, Labour Program Employment and Social Development Canada / Government of Canada anupa.harvey@labour-travail.gc.ca / Tel: 902-654-5232

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

### Reporting Period 2014-10-01 to 2017-08-14

**GEOGRAPHICAL AREAS** 

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

		Province				Cens	us Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	60	0	0	60	Montréal	105	4	0	109
Québec	108	6	0	114	Toronto	38	0	0	38
Total Employee	s in Canada			174	Québec	3	2	0	5
					Ottawa - Gatineau	22	0	0	22
					Total Emplo	oyees in Canada	<b>)</b>		174



Employment and Social Emploi et Développement Development Canada social Canada

### Quantum Management Services Ltd. (certificate # 050029) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

### Full-Time / National Reporting Period 2014-10-01 to 2017-08-14

### Reporting Period 2014-10-01 to 2017-08-14

Occupational Group			All Employee:			original Peor			ns with Disa			s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4	3		2		000	00	36 5	000	3010	1	3312	1
Top Range: \$100,000 and over	3		•								•		'
	-												
Bottom Range: \$ 70,000 - \$74,999	2	1		1									
	1	1		1									
	Total	5	1	4							1		1
Middle and Other Managers	4	4	2	2									
Top Range: \$100,000 and over	3	7		7									
Bottom Range: \$ 35,000 - \$39,999	2	13	2	11							1		1
	1	9		9				2		2	3		3
	Total	33	4	29				2		2	4		4
Professionals	4	3	1	2	1		1				2	1	1
Top Range: \$ 85,000 - \$89,999	3	4	2	2							1		1
Bottom Range: \$ 25,000 - \$29,999	2	8	2	6							4	1	3
	1	9	1	8							3		3
	Total	24	6	18	1		1				10	2	8
Semi-Professionals and Technicians	4	1	1										
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 30,000 - \$34,999	2	1	1										
	1	1	1								1	1	
	Total	3	3								1	1	

Page 1 of 4 Canada

Occupational Group		A	All Employees		Ab	Aboriginal Peoples	les	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	Inorities
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
Supervisors	4	1	1										
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1		1									
	Total	2	1	1									
Administrative and Senior Clerical Personnel	4	11		11									
Top Range: \$ 60,000 - \$64,999	ω	19	4	15				1		1	3	1	2
Bottom Range: \$ 15,000 - \$19,999	2	21	1	20	1		1	1		1	6	1	5
	1	_1		1									
	Total	52	5	47	1		1	2		2	9	2	7
Clerical Personnel	4	1		1									
Top Range: \$ 55,000 - \$59,999	ယ	2		2									
Bottom Range: \$ 30,000 - \$34,999	2		1										
	1	5		5							2		2
	Total	9	1	8							2		2
Intermediate Sales and Service Personnel	4			1									
Top Range: \$85,000 - \$89,999	ω	8	2	6									_
Bottom Range: \$ 30,000 - \$34,999	2	17	4	13							2		2
	1	14	2	12									
	Total	40	8	32							3		3

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

### Reporting Period 2014-10-01 to 2017-08-14

Occupational Group		/	All Employees	S	Ab	original Peop	les	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
Total Number of Employees		168	29	139	2		2	4		4	30	5	25

Canada

007499

Occupational Group	)   		All Employees			Aboriginal Peoples	les	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals	4												
Top Range: \$ 35,000 - \$39,999	з												
Bottom Range: \$ 35,000 - \$39,999	2												
	_	_		1									
	Total	1		1									
Administrative and Senior Clerical Personnel	4	1		1									
Top Range: \$ 40,000 - \$44,999	ယ												
Bottom Range: Under \$5,000	2			_									
	1	2		2									
	Total	4		4									
Intermediate Sales and Service Personnel	4												
Top Range: \$ 50,000 - \$54,999	ယ												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		6		6									

### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

### Reporting Period 2014-10-01 to 2017-08-14

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 15,000 - \$19,999	1		1									
\$ 25,000 - \$29,999	2		2							1		1
\$ 30,000 - \$34,999	13	2	11	1		1	1		1	3	1	2
\$ 35,000 - \$37,499	18	2	16				1		1	7	1	6
\$ 37,500 - \$39,999	10	2	8							1		1
\$ 40,000 - \$44,999	23	5	18							3	1	2
\$ 45,000 - \$49,999	25	4	21				1		1	5	1	4
\$ 50,000 - \$59,999	30	4	26				1		1	4		4
\$ 60,000 - \$69,999	20	5	15							3		3
\$ 70,000 - \$84,999	14	1	13	1		1				1		1
\$ 85,000 - \$99,999	4	1	3							1	1	
\$100,000 and over	8	3	5							1		1
Total Number of Employees	168	29	139	2		2	4		4	30	5	25

Canada

### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

### Reporting Period 2014-10-01 to 2017-08-14

		All Employees	;	А	boriginal Peop	les	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	inorities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	1		1									
\$ 7,500 - \$ 9,999	1		1									
\$ 10,000 - \$12,499	1		1									
\$ 35,000 - \$39,999	1		1									
\$ 40,000 - \$49,999	1		1									
\$ 50,000 and over	1		1									
Total Number of Employees	6		6									

Canada

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

		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
Senior Managers	1		1									
Middle and Other Managers	8		8							3		3
Professionals	16	2	14							6	2	4
Semi-Professionals and Technicians	1	1								1	1	
Administrative and Senior Clerical Personnel	54	9	45	1		1	2		2	11	3	8
Clerical Personnel	5	1	4							1		1
Intermediate Sales and Service Personnel	17	3	14							2		2
Total Number of Employees Hired	102	16	86	1		1	2		2	24	6	18

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

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

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / National

		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
Clerical Personnel	1		1							1		1
Total Number of Employees Hired	1		1							1		1

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National Reporting Period 2014-10-01 to 2017-08-14

		no promotod (	Employees pro	motod during	the weer ere to	bo roported of	alv in the equir	otional around	in which or to	which thou how	hoop loot pro	motod )
	Employ	ses bronnoted (	Employees promoted (Employees promoted during the year are to be repo	Silinted admili	נוופ אבמו מופ נכ	ne reported of	ily ill the occup	ational groups	וו אווכו טו נס א	Wilci tiey ilav	tied only in the occupational groups in which or to which they have been last profitored.	יוויטנפט.)
Occupational Orons		All Employees		Α	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
Senior Managers	1		1							1		1
Middle and Other Managers	3		3							2		2
Professionals	3	2	1							2	1	1
Administrative and Senior Clerical Personnel	2		2				1		1			
Clerical Personnel	2		2									
Intermediate Sales and Service Personnel	5	1	4									
Total Number of Employees Promoted	16	3	13				1		1	5	1	4
Total Number of Promotions	21	5	16				1		_	ر ن		4

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

### Reporting Period 2014-10-01 to 2017-08-14

		All Employees		А	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	3	1	2							1	1	
Middle and Other Managers	15	3	12				1		1	2		2
Professionals	14	3	11							4	1	3
Semi-Professionals and Technicians	2	1	1							1		1
Supervisors	4		4							2		2
Administrative and Senior Clerical Personnel	76	13	63				1		1	16	3	13
Clerical Personnel	11	3	8				1		1	2	2	
Intermediate Sales and Service Personnel	2		2									
Total Number of Employees Terminated	127	24	103				3		3	28	7	21

Canada

007507

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National Reporting Period 2014-10-01 to 2017-08-14

		All Employees		А	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. 1	1 Col. 12
Middle and Other Managers	1		1									
Professionals	1		1									
Administrative and Senior Clerical Personnel	17	4	13							2		2
Clerical Personnel	2	1	_									1
Total Number of Employees Terminated	21	5	16							3		3

Page 2 of 3

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Temporary / National

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

### **Federal Contractors Program Achievement Table**

### **Part 1: Workforce Analysis**

### **Quantum Management Services**

2017-08-11

### Data from Previous Workforce Analysis

Date of P	revious Workforc	e Analysis
YYYY	MM	DD
2014	9	30

<b>\</b>	$\downarrow$	<b>\</b>
Data from C	urrent Workfo	rce Analysis

Date of C	urrent Workfored	Analysis
YYYY	MM	DD
2017	8	11

		]	「able 1: Womei	1
		Previ	ous Workforce An	alysis
Emple	yment Equity Occupational Crown (FEOC)	All Employees	Wor	nen
rmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	5	3	24.2
02	Middle & Other Managers	38	29	39.1
03	Professionals	16	11	53.7
04	Semi-Professionals & Technicians	3	0	21.4
05	Supervisors	11	10	51.5
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	105	91	81.0
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	28	21	67.0
11	Intermediate Sales & Service Personnel	12	11	63.8
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	1	1	53.0
14	Other Manual Workers	0	0	0.0
Total		219	177	65.3

7	Table 5: Women	l
Curro	ent Workforce Ana	ılysis
All Employees	Won	nen
	Representation	Availability*
#	#	%
5	4	27.4
33	29	38.9
25	19	59.1
3	0	21.1
2	1	50.8
0	0	0.0
56	51	80.0
0	0	0.0
0	0	0.0
9	8	62.9
41	33	62.3
0	0	0.0
0	0	0.0
0	0	0.0
174	145	61.1

		 ~	nary Re <sub>l</sub>	
* Sou	rce:			

* Source:			
Workforce	Analysis - Sumi	mary Report	

## Federal Contractors Program Achievement Table **Quantum Management Services** Part 1: Workforce Analysis 2017-08-11

**Data from Previous Workforce Analysis** 

Data from Current Workforce Analysis

**←** 

**←** 

YYYY 2014

Date of Previous Workforce Analysis

MM 9

DD

YYYY

Date of Current Workforce Analysis

DD

	Table 2	Cable 2: Aboriginal Peoples	Peoples	Table 6: Aboriginal Peoples
	Previo	Previous Workforce Analysis	nalysis	Current Workforce Analysis
	All Employees	Aborigin	Aboriginal Peoples	All Employees
Employment Equity Occupational Group (EEOG)		Representation	Availability*	
	#	#	9%	#
01 Senior Managers	5	0	2.4	5
02 Middle & Other Managers	38	0	1.9	33
03 Professionals	16	1	1.6	25
04 Semi-Professionals & Technicians	<u>3</u>	0	1.0	3
05 Supervisors	11	0	0.8	2
06 Supervisors: Crafts & Trades	0	0	0.0	0
07 Administrative & Senior Clerical Personnel	105	0	0.6	56
08 Skilled Sales & Service Personnel	0	0	0.0	0
09 Skilled Crafts & Trades Workers	0	0	0.0	0
10 Clerical Personnel	28	0	0.8	9
11 Intermediate Sales & Service Personnel	12	0	0.8	41
12 Semi-Skilled Manual Workers	0	0	0.0	0
13 Other Sales & Service Personnel	1	0	0.7	0
14 Other Manual Workers	0	0	0.0	0
Total	219	1	1.0	174

oples	30
Table	2017
Table 6: Aboriginal F	8
Peoples	11

33 0	5 0	# # 0%	Representation   Availability*	All Employees Aboriginal Peoples	Current Workforce Analysis	Table 6: Aboriginal Peoples	
2.2	2.9		iity*				

174	0	0	0	41	9	0	0	56	0	2	<u>ω</u>	25	33	5	#		All Employees	Currer	Table 6
2	0	0	0	0	0	0	0	1	0	0	0		0	0	#	Representation	Aboriginal Peoples	<b>Current Workforce Analysis</b>	Table 6: Aboriginal Peoples
1.5	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.1	0.0	0.8	1.4	2.0	2.2	2.9	%	Availability*	il Peoples	alysis	eoples

Workforce Analysis - Summary Report

\* Source:

### **Federal Contractors Program Achievement Table**

### **Part 1: Workforce Analysis**

### **Quantum Management Services**

2017-08-11

### **Data from Previous Workforce Analysis**↓ ↓ ↓ ↓

Date of P	revious Workfore	e Analysis
YYYY	MM	DD
2014	9	30

### **Data from Current Workforce Analysis**↓ ↓ ↓ ↓

2017	8	11
YYYY	MM	DD
Date of C	urrent Workfored	e Analysis

		Table 3: Me	mbers of Visibl	e Minorities
		Previ	ous Workforce An	alysis
F1	venerat Faulty Occupational Coope (FFOC)	All Employees	Members of Vis	ible Minorities
բարտ	syment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	5	1	8.7
02	Middle & Other Managers	38	1	14.0
03	Professionals	16	4	19.5
04	Semi-Professionals & Technicians	3	0	20.1
05	Supervisors	11	3	12.5
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	105	14	14.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	28	3	15.2
11	Intermediate Sales & Service Personnel	12	4	25.5
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	1	1	48.7
14	Other Manual Workers	0	0	0.0
Total		219	31	15.4

Table 7: Me	mbers of Visible	e Minorities 📗
Curr	ent Workforce Ana	ılysis
All Employees	Members of Vis	ible Minorities
	Representation	Availability*
#	#	%
5	1	10.1
33	4	15.0
25	10	20.8
3	1	24.1
2	0	16.7
0	0	0.0
56	9	18.3
0	0	0.0
0	0	0.0
9	2	17.1
41	3	27.8
0	0	0.0
0	0	0.0
0	0	0.0
174	30	20.1

* Source:	
Workforce Analysis - Summary Report	

* Source:
Workforce Analysis - Summary Report

## Federal Contractors Program Achievement Table **Quantum Management Services** Part 1: Workforce Analysis 2017-08-11

Data from Previous Workforce Analysis

Data from Current Workforce Analysis

**←** 

**←** 

YYYY 2014

Date of Previous Workforce Analysis

MM 9

DD

YYYY

Date of Current Workforce Analysis MM

DD

		Table 4: Persons with Disabilities	Disabilities	Table 8: P	Table 8: Persons with Disabilities	bilities
		Previous Workforce Analysis	Analysis	Curre	Current Workforce Analysis	sis
	Amont Fault: Occupational Crown (FFOC)	All Employees Persons wi	Persons with Disabilities	All Employees	Persons with Disabilities	isabilities
n-mpw	Employment Equity Occupational Group (EEOG)	Representation	n Availability*		Representation /	Availability*
		# #	%	#	#	%
01/02	Managers	43	2 3.2	38	2	4.3
03	Professionals	16	0 4.5	25	0	3.8
04	Semi-Professionals & Technicians	3	0 4.8	ယ	0	4.6
05	Supervisors	11	9.5	2	0	13.9
06	Supervisors: Crafts & Trades	0	0.0	0	0	0.0
07	Administrative & Senior Clerical Personnel	105	1 2.6	56	2	3.4
08	Skilled Sales & Service Personnel	0	0.0	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0	0.0
10	Clerical Personnel	28	1 4.4	9	0	7.0
11	Intermediate Sales & Service Personnel	12	5.3	41	0	5.6
12	Semi-Skilled Manual Workers	0	0.0	0	0	0.0
13	Other Sales & Service Personnel	1	1 6.5	0	0	0.0
14	Other Manual Workers	0	0.0	0	0	0.0
Total		219	6 3.6	174	4	4.5

Table 8: Persons with Disabilities	10-
isabiliti	
ies	

Table 8: 1 Curre	Table 8: Persons with Disabilities  Current Workforce Analysis  Persons with Disabilities	sabilities alysis Disabilities
#	Kepresentation #	Availability.
38	2	4.3
25	0	3,8
3	0	4.6
2	0	13.9
0	0	0.0
56	2	3.4
0	0	0.0
0	0	0.0
9	0	7.0
41	0	5.6
0	0	0.0
0	0	0.0
0	0	0.0
174	4	4.5

	Source:
=	
1.5	
IJ.	
IJy.	
щy	
5	
ıry l	
uy F	
ıry R	
ıry R	
ary Ro	
ıry Re	
ıry Re	
ıry Rej	
ıry Rep	
ıry Rep	
ıry Repo	
ıry Repo	
ıry Repo	
ıry Repoi	
ıry Repor	
ary Report	
ıry Report	
ıry Report	
Workforce Analysis - Summary Report	
ıry Report	
ıry Report	
ıry Report	
ary Report	
ary Report	
ıry Report	

Workforce Analysis - Summary Report

\* Source:

e.	×	
ı	3	
į	ě	
	è	
	Š	
	Š	
	è	
	2	
	3	
	3	
	2	
	1	
	\ \frac{1}{2}	
	2	
	\ \frac{1}{2}	
	, ·	
	\ \frac{1}{2}	
	2	
	2	
		A . I T.
		The second secon
		The second secon
		The second secon
		The second of th
	A CHEVE TO THE	
	The state of the s	
		The second secon
		Table
		The second secon

### Part 2: Flow Data Analysis

### **Quantum Management Services** 42958

014	YYY	
	MM	
10		
	-	
	-	t
	Ð	Start Date of Flow Data
	D	ta
	D	ta
_	DI	ta
_	DI	ta
	DD	ta
	DD	ta
_	DD	ta
-	DD	ta
	DD	ta
-	DD	ta
	DD	ta
	DD	ta
-	DD	ta
_	DD	ta

20		
0		
17	YYYI	(F)
		<u>-</u>
		-
		e
	MM	0
8		Ξ.
	$\leq$	
		9
		8
		End Date of Flow Data
		9
		~
	-	20
	ΠO	
	$\neg$	

Data from Form 4 - Employees Hired

Table 1: Women

Full-time / National

Part-time / National

Employment Equity Occupational Group

Employees Hired

Women Hired

Employees Hired

Women Hired

-	D
	2
	t
	22
	)(
	P
	T 6
	9 7
	10
	Form 5 - 1 Promoted
	- 36
-	
	p
	0
	Ų
	Data from Form 5 - Employees Promoted
_	e,
	<b>9</b> 2

Data from Form 6 - Employees

Terminated

	0	0	13	16
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	4	5
	0	0	2	2
	0	0	0	0
	0	0	0	0
	0	0	2	2
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0		<sub>3</sub>
	0	0	رن ن	G.
	0	0		_
	#	#	#	#
Emp Term	Women Promoted	All Employees Promoted	Women Promoted	All Employees Promoted
E	/National	Part-time / National	National	Full-time / National
		Women	Table 5:	
				**************************************

11 12

13

Other Sales & Service Personnel Semi-Skilled Manual Workers

14 Other Manual Workers

09

Skilled Crafts & Trades Workers Skilled Sales & Service Personnel

8 114 0 0 0 45 45 14 14 10 0 0 0 0

760 1100 000 000

0 0 0 2 8 0 0 6 0 4 1

0 0 0 0 0

**6** 0 0 0 **-** 0 0 3 0 0

Administrative & Senior Clerical Personnel

Supervisors: Crafts & Trades

Supervisors

Semi-Professionals & Technicians

Middle & Other Managers

Senior Managers

Professionals

80 07 90 05 04 03200

10 Clerical Personnel

Intermediate Sales & Service Personnel

_			~~~
$\overline{}$		ll-time / National	<b>É</b>
	88		
	53,000000000000000000000000000000000000		************
		***************************************	
	20.00		•
	800000000000000000000000000000000000000		
_	B		
•	100000000		
	8.49388		
	1000		
	Table 9: Women		
		***************************************	
	300.50		
	C-463		
	200		
	20,000,000		
	200000000000000000000000000000000000000		ΑII
_	S-000-500		
_	N400		
	822288		
	2000		
	8*****		
		4"	
		the state of the s	
		Part-time / National	
		9.5	
			***************************************
-			
•			

0	0	2	<sub>ω</sub>
#	#	#	#
Women Terminated	All Employees Terminated	Women Terminated	All polyees minated
/ National	Part-time / National	ull-time / National	ull-time
	Table 9: Women	Table 9:	

1	1		14
		12	15
0	0	2	ω.
#	#	#	ŧ
Women Terminated	All Employees Terminated	Women Terminated	II oyees inated
/National	Part-time / National	-time / National	-time /
	Women	Table 9: Women	

### **Federal Contractors Program Achievement Table**

### Part 2: Flow Data Analysis

### **Quantum Management Services**

42958

0

Start	Date of Flov	v Data
YYYY	MM	DD
2014	10	1

2017	8	11
YYYY	MM	DD
End I	Date of Flow	Data

 $\overline{\downarrow}$ 

Data from Form 4 - Employees Hired Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

 $\overline{\downarrow}$ 

		Table 2: Aboriginal Peoples			ples	
Employment Equity Occupational Group (EEOG)		Full-time	/ National	Part-time	Part-time / National	
		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	
		#	#	#	#	
01	Senior Managers	1	0	0	0	
02	Middle & Other Managers	8	0	0	0	
03	Professionals	16	0	2	0	
04	Semi-Professionals & Technicians	1	0	0	0	
05	Supervisors	0	0	0	0	
06	Supervisors: Crafts & Trades	0	0	0	0	
07	Administrative & Senior Clerical Personnel	54	1	1	0	
08	Skilled Sales & Service Personnel	0	0	0	0	
09	Skilled Crafts & Trades Workers	0	0	0	0	
10	Clerical Personnel	5	0	0	0	
11	Intermediate Sales & Service Personnel	17	0	0	0	
12	Semi-Skilled Manual Workers	0	0	0	0	
13	Other Sales & Service Personnel	0	0	0	0	
14	Other Manual Workers	0	0	0	0	

Total

102

Tab	le 6: Abor	iginal Peo	ples
Full-time /	/ National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
1	0	0	0
3	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
16	0	0	0

Tabl	e 10: Abo	riginal Pec	oples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
3	0	0	0
15	0	1	0
14	0	1	0
2	0	0	0
4	0	0	0
0	0	0	0
76	0	17	0
0	0	0	0
0	0	0	0
11	0	2	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
127	0	21	0

			2		
			3	2	
B	8	9	ŝ	2	
į	Š	ì		1	
į	i	ì		ì	
	į	Ì		ì	
(		Ì		ì	
(		ì			
(		ì			
(		ì			
(					
•					
•					
•					
(					
(					
(					
•					
•					
•					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(					
(				o bioriomo	
(				Carolina A chicariona	
(				Caronia A Chicaron	
(				Caron A chicaron	
(				Canon A objection on:	
(				Company A objection of	
(				Cancer A chicarcant	
(				A Chicagon to	
(				Company A chicaron cant	
(				Company A objection on the	
(				Crusta A objection on the	
(				Company A chicagon to the company	
(				Company A objection on the	
(	)			Company A objection on the local	
(				Company of the contract of the	
(				Company A chicagonata Col	
(				Canon A chicaron on the local	
(				Cruston A chicaronne de l'ob	
(				Canon A chicarcon to the	
(				Company A character to be	
(				Company A philosophy and the best of the b	
(				Canoma A chicaront loble	
				Caron A chicaroment lights	
(				Colone Contracton Decement Achievement Cable	
(				Company A chicaron and the local	

### Part 2: Flow Data Analysis

### Quantum Management Services

42958

		Start I YYYY 2014	Start Date of Flow Data YY MM D 114 10	Data DD 1	End <b>YYYY</b> 2017	End Date of Flow	Flow Data DD 11					
	Data	Data from Form 4 - Employees Hired	ı 4 - Empl ed	oyees	Data	Data from For Pro	Form 5 - Employees Promoted	oloyees	Data	Data from Form 6 - Employees Terminated	Form 6 - Empl Ferminated	oyees
	↓ Tahle	$\downarrow \qquad \downarrow \qquad \downarrow \qquad \downarrow$ Table 3: Persons with Disabilities	↓ with Disa	bilities ↓	 Table	↓ ↓ ↓ Table 7: Persons	↓ ↓ ↓ with Disabilities	↓ abilities	↓ Tahle	↓ ↓ ↓ 11: Persons with	↓ s with Disa	<b>↓</b> Disabilities
	Full-time / National	/National	Part-time / National	/ National	Full-time / Natio			Part-time / National	Full-time	3 / N	Part-time / National	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0		-	0 0	0	3	3 0	0	0
02 Middle & Other Managers	8	0	0	0		3	0 0	0	15	5 1	<u>, , , , , , , , , , , , , , , , , , , </u>	0
03 Professionals	16	0	2	0		3	0 0	) 0	14	1 0		0
04 Semi-Professionals & Technicians	1	0	0	0		0	0	0		2 0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0					0			0
07 Administrative & Senior Clerical Personnel	54	2	_	0		2	0	0	76	5	17	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	5	0	0	0			0 0	0			2	0
11 Intermediate Sales & Service Personnel	17	0	0	0		5	0 0	0	2	2 0	0	0
12 Semi-Skilled Manual Workers	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
Total	102	2	3	0		[6]	0	0	127	7 3	21	0

	s	04	53		
	9	ø	×		
	3	ø	v		
	ø	8	86		
	3		м	ĸ,	
		1	20		
	1	×	31		
	3	۰	o		
	8	2	23		
	3	×	×		
			۰		
			S		
	3	С	Š		
٥	J	ς	à		
١	ļ	Š	ì		
۱	ļ	١			
•		•			
•		•			
•		`			
•		`			
•		`			
•					
•					
•					
		1			
		)			
		)			
		)			
		)			
		)			
		)			
		)			
•					
•					
•					
•					
				•••	
				•	
			Grom Achievement		
			Grom A chick/oment		
			Grom Achiovament		
			Grom Achievament II		
			arsm Ashiovoment I a		
			Grom Achievoment I o		
			Grom Achiovament I a		
			Gram Achiov/oment lar		
			arom Achievoment of		
			Grom Achiovament I ab		
			Gram Achiovament labl		
			Gram Achievament lable		
			Grom Achievement Lable	-	
			Gram Achievament I abla		
			or or of contractors Urogram Achievament Inhia		
			arom Achiovament I abla	-	
			arom Achievement I able		

### Part 2: Flow Data Analysis

### **Quantum Management Services**

42958

2014	AAAA	Start
10	MM	Date of Flow
1	DD	w Data
2017	11111	End l
8	MM	Date of Flow
11	DD	Data

Data from Form 4 - Employees Hired

Table 4: Members of Visible Minorities

_	i.	<b>∄</b> ∃	
Senior Managers	EOG	mployment Equity Occupational Group	
ര്	>	₹ 5	
Ξ.	<b>(</b>	) • <del>2</del>	
◌.	,	′ <b>=</b>	
Ξ,		7	
$\overline{}$		=	
<del>=</del>		-	
Ħ		(X)	
ಷ		کے ۔	
ũΘ		=	
Ω.		≕:	
S		4	
		$\sim$	
		~	
		- 23	
		Ë	
		_	
		29	
		☲.	
		•	
		=	
		2	
		_	
		<u>u</u> 2	
		7	
		E	
		-5	
		ref	
	Hired	≒′ I	
	⊞ -	5 k, l	=
	#   =	물실	_
	<u>~</u> `	≤	₾.
		ĕ	3
_		~ I	9
			Full-time / National
	Minorities Hired #	-	
	3	Members o Visible	~
	Hired #	embers Visible	2
	J+ I ⊞ 5	5. B	₹.
	T   6 3	. <del>5</del> 6 1	¥
	□ #	क उ	200
	1 3	0	_
0			
		_	
		E .	P;
	=.	E .	Pai
	##	Emplo	Part
	Hired #	All	Part-t
	Hired #	All	Part-tir
	Hired #	All	Part-time
0	Hired #	All	Part-time
0	Hired	All	Part-time /
0		-	Part-time / N
0		-	Part-time / Na
0		-	Part-time / Nati
0		-	Part-time / Natio
0		-	Part-time / Nation
0	Nii	-	Part-time / National
0 0		-	Part-time / National
0 0		-	Part-time / National
0 0		-	Part-time / National
0 0		-	Part-time / National
0 0		-	Part-time / National

Employment Equit

1							0						
02	0	0	0	17	5	0	0	54	0	0	_	16	×
24	0	0	0	2	_	0	0	1	0	0	_	6	u
3													
3	0	0	0	0	0	0	0	1	0	0	0	2	_
1	0	0	0	0	0	0	0		0	0	0	0	c

07

Administrative & Senior Clerical Personnel

90 05 04 03

Supervisors

Supervisors: Crafts & Trades

Semi-Professionals & Technicians

Professionals

Middle & Other Managers

02

09 80

Skilled Crafts & Trades Workers Skilled Sales & Service Personnel

10 Clerical Personnel

Intermediate Sales & Service Personnel

13 Other Sales & Service Personnel

14 Other Manual Workers

16

Data from Form 5 - Employees Promoted

		OT A TOTOTO TA	THE PERSON NAMED IN COLUMN	
-time	me / National	Part-time / Nationa	/ National	-
) ored	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	Te
	#	#	#	
1	1	0	0	
သ	2	0	0	
3	2	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
2	0	0	0	
0	0	0	0	
0	0	0	0	
2	0	0	0	
5	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

### Data from Form 6 - Employees Terminated

of Visible Minarities

>	<u> </u>	>	<u> </u>
c	_	C	_
>	>	>	>
0	0	0	0
	>	•	>
0	0_	0	2
_	2	2	=
c	C	c	
0 0	· (	o (	· (
0	0_	0	0
2	17	16	76
0	0	0	0
0	0	2	4
0	0		2
0		4	14
0		2	15
0	0		3
#	#	#	#
Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated	All Imployees erminated
/ National	Part-time / National	/National	Full-time / National

### Federal Contractors Program Achievement Table Part 3: Goals Quantum Management Services 2017-08-11



Short	-term	Long-	term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2020

D	oration of C	Current Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

			Table 1:		
Emplo	yment Equity Occupational Group (EEOG)	Short-terr	n Goals	Long-term	ı Goals
		#	%	#	%
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	0	0.0	o	0.0
03	Professionals	0	0.0	o	0.0
04	Semi-Professionals & Technicians	1	0.0	o	0.0
05	Supervisors	0	0.0	o	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	0	0.0	o	0.0
08	Skilled Sales & Service Personnel	0	0.0	ol	0.0
09	Skilled Crafts & Trades Workers	0	0.0	o	0.0
10	Clerical Personnel	0	0.0	o	0.0
11	Intermediate Sales & Service Personnel	0	0.0	o	0.0
12	Semi-Skilled Manual Workers	0	0.0	o	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		1	0.0	0	0.0

	Table 5:	Women	
	Wom	ien	
Short-tern	ı Goals	Long-tern	ı Goals
#	%	#	%
0	21.1	1	

## Federal Contractors Program Achievement Table **Quantum Management Services** Part 3: Goals 2017-08-11

<b>←</b>	Data
<b>←</b>	1 from
<b>←</b>	Previous Goz
<b>←</b>	oals
<b>←</b>	



_	
_	
$\overline{}$	000000000000000000000000000000000000000
-	
	000000000000000000000000000000000000000
	00000
	000000000000000000000000000000000000000
	Data from Curi
_	
$\overline{}$	
-	
	3333 mm 4333
	000000000000000000000000000000000000000
	88897790
	2000 2000
	reni
	3000 AP 3000
$\overline{}$	000000000000000000000000000000000000000
-	
	00000
	2000 Aug 200
	t Goal
	0000
	D0000000000000000000000000000000000000
	B0000000000000000000000000000000000000

2014	LAAA	From		
14	YY	)m	Short-term	Dı
2017	AAAA	T <sub>0</sub>	term	iration of P
2014	AAAA	From	Long	Duration of Previous Goals
2020	AAAA	To	Long-term	ils

2017	YYYY	From	Short-term	D
2020	YYYY	To	-term	<b>Duration of Current Goals</b>
	1			uri
2017	YYYY	From	Long-term	rent Goa

	Tab	<b>Fable 2: Aboriginal Peoples</b>	ginal Peop	les
		Aboriginal Peoples	l Peoples	
loyment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	n Goals
	#	9/0	#	0%
Senior Managers	0	0.0	0	0.0
Middle & Other Managers	0	0.0		0.0
Professionals	0	0.0	0	0.0
Semi-Professionals & Technicians	0	0.0	0	0.0
Supervisors	0	0.0	0	0.0
Supervisors: Crafts & Trades	0	0.0	0	0.0
Administrative & Senior Clerical Personnel	1	0.0	0	0.0
Skilled Sales & Service Personnel	0	0.0	0	0.0
Skilled Crafts & Trades Workers	0	0.0	0	0.0
Clerical Personnel	0	0.0	0	0.0
Intermediate Sales & Service Personnel	0	0.0	0	0.0
Semi-Skilled Manual Workers	0	0.0	0	0.0
Other Sales & Service Personnel	0	0.0	0	0.0
Other Manual Workers	0	0.0	0	0.0
		0.0	_	0.0

01 02 03 03 04 05 06 06 07 07 07 11 11 11 12

Employment Equi

	Aboriginal Peoples	Aboriginal Peoples	
Short-t	Short-term Goals	Long-term Goals	n Goals
#	0%	#	0/0
	50.0	0	0.0

## **Federal Contractors Program Achievement Table Quantum Management Services** Part 3: Goals 2017-08-11

	***************************************		***************************************
			00000000
			B
			B0000000000000000000000000000000000000
			000000000000000000000000000000000000000
Short-term	Duration of Previous Goals		2000
			10000000
***************************************	***************************************		000000000
187-2			100000000000000000000000000000000000000
			100000
	22,000,000		00000000
			1000 TAX
000000000000000000000000000000000000000			Data from Previous Goals
Long-term			B
			B
		- ←	
			E
			E0000000
			B0000000000000000000000000000000000000
			E
			I CONTRACTOR OF THE PARTY OF TH
			B
			<b>B</b>
			B0000000
			B0000000000000000000000000000000000000
******	************		

<b>←</b>	
<b>←</b>	Da
<b>←</b>	Data from C
<b>←</b>	Current Goals
_	als

2020	2014	2017	2014
YYYY	YYYY	YYYY	YYYY
To	From	To	From
Long-term	Long	Short-term	Short
ıls	revious Goa	<b>Duration of Previous Goals</b>	D

2017	YYYY	From		
.~				
$\sim$	S	S *****		
_				
$\overline{}$	-		7.0	
		·	W7.2W	
$\sim$			***************************************	
	8	×		
			***************************************	33 mm 3
			Service 1	
	YYYY		Short-term	<b>Duration of Current Goals</b>
6.4				
2020				
$\sim$	848	2000		
$\sim$				
$\sim$	***************************************			- The second of
_		-		
$\sim$				
_	8488			
_				
1 1		8		
v				2 av
$\overline{}$	80.00	***************************************		
2017	YYYY	From		
_				
$\sim$			Long-term	
				100
_				
				100 y 100 i
K A				
v				
$\sim$		::::::::::::::::::::::::::::::::::::::		
V)				
2023	ΥΥΥ	To		
w				
	WW.W			

		Table 3	<b>Table 3: Persons with Disabilities</b>	vith Disal	ilities	
		-	Persons with Disabilities	Disabilities		
Emplo	Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals	7.0
		#	%	#	%	
01/02	01/02   Managers	0	0.0	0	0.0	
03	Professionals	0	0.0		0.0	
04	Semi-Professionals & Technicians	0	0.0	0	0.0	
05	Supervisors	0	0.0		0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Senior Clerical Personnel	2	0.0	0	0.0	
08	Skilled Sales & Service Personnel	0	0.0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0	
12	Semi-Skilled Manual Workers	0	0.0	0	0.0	
13	Other Sales & Service Personnel	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		2	0.0	2	0.0	

1 25.0 3 25.0	1 25.0	# 0%	Short-term Goals	Persons with Disabilities	Table /: Persons with Disabilities
		#	Long-term Goals	isabilities	ITH DISAB
		%	Goals		lities

### Federal Contractors Program Achievement Table Part 3: Goals Quantum Management Services 2017-08-11



D	uration of P	revious Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2020

Ι	Ouration of C	Current Goa	ls
Shor	t-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

		Table 4: M			
Emplo	oyment Equity Occupational Group (EEOG)	Short-teri	· · · · · · · · · · · · · · · · · · ·	ble Minoritic Long-tern	
		#	%	#	%
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	1	0.0	3	0.0
03	Professionals	0	0.0	0	0.0
04	Semi-Professionals & Technicians	0	0.0	1	0.0
05	Supervisors	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	3	0.0	이	0.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	1	0.0	0	0.0
11	Intermediate Sales & Service Personnel	0	0.0	o	0.0
12	Semi-Skilled Manual Workers	0	0.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		5	0.0	4	0.0

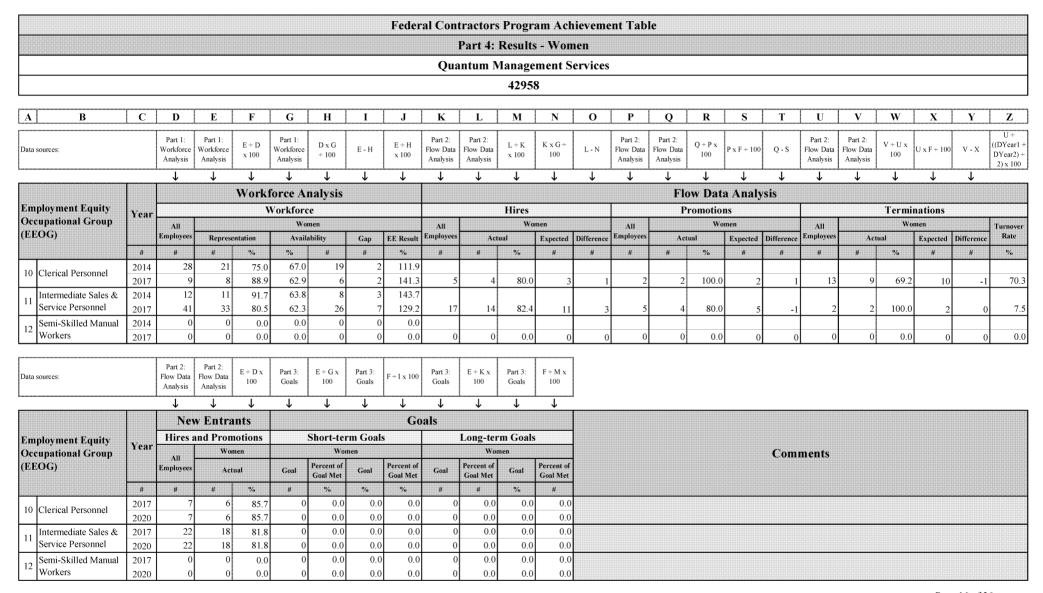
able 8: M' Mem		Visible N ble Minorit	
Short-tern	-	Long-tern	
#	%	#	%
1	50.0		
3	25.0		
6	50.0	2	

6			3		01		(EEOG)	Occ	E			Data s		03		02		9			(EEOG)	Occ	E			Data s	A					
1 TOTC3STOTIAL3	Drofess	Managers	Middle		Senior I		96)	upatio	doyme			Data sources:		Professionals	,	Managers	Middle	Semor	e anima 1		OG)	upatio	Jloyme			Data sources:						
OHars	cholc	S	Middle & Other	g	Senior Managers			Occupational Group	Employment Equity			***************************************		onals		S	Middle & Other	Semor Managers				Occupational Group	Employment Equity				В					
			г		<i>3</i>			oup	ij								r	7				oup	ijÿ									
2020	2017	2020	2017	2020	2017	#:			Year					2017	2014	2017	2014	2017	2014	#			Year				С					
21	21	11	=	2	2	#	Employees	AII	Hires	Ne	<b>←</b>	Part 2: Flow Data Analysis		25	16	33	38	5	5	#	Employees	All			←	Part 1: Workforce Analysis	D					
17	17	11	11	2	2	#	Ac	Wo	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis		19	11	29	29	4	3	#	Repres				<b>←</b>	Part 1: Workforce Analysis	E					
	81.0	100.0	100.0	100.0	100.0	9%	Actual	Women	notions	ants	←	E + D x 100			68.8				60.0	9/6	Representation		_	Work	<b>←</b>	E÷D x 100	F					
	0	0	0	0	0	#:	Goal				<b>←</b>	Part 3: Goals			53.7				24.2	%	Avai	W	Workforce	force A	<b>←</b>	Part 1: Workforce Analysis	G					
0.0		0.0	0.0	0.0	0.0	%	Goal Met		Short-te		←	E÷Gx 100			9	13			1	#	Availability	Women	ce	Workforce Analysis	<b>←</b>	D x G ÷ 100	Н					
	0.0	0.0	0.0	0.0	0.0	9/0	Geal	Women	Short-term Goals		←	Part 3: Goals			2				2	#	Gap				<b>←</b>	Е-Н	I					
0.0		0.0	0.0	0.0	0.0	%	Goal Met	7	S	ଦ	←	F÷I x 100			128.0				247.9	9%	EE Result				<b>←</b>	E+H x100	J					Fede
	0	0	0	0		#	Coal			Goals	←	Part 3: Goals		18	J	<u> </u>		_	-	#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K			Qu		ral Con
	0.0	0.0	0.0	0.0	0.0	71:	Goal Met		Long-te		<b>←</b>	E+Kx 100		16		<u>«</u>				#					<b>←</b>	Part 2: Flow Data Analysis	L			antum	Part 4:	tractor
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	Women	Long-term Goals		<b>←</b>	Part 3: Goals		88.9	*******	100.0		100.0		9%	Actual	¥	Hires		<b>←</b>	L+K x 100	Z	į	42958	Manag	Part 4: Results - Women	s Prog
0.0		0.0	0.0	0.0	0.0	#.	Goal Met	7	S		<b>←</b>	F÷Mx 100		11		3		0		#	Expected	Women			<b>←</b>	K x G +	z		<b>Š</b>	ement §	s - Woi	am Ac
<u>)                                    </u>	)	<u> </u>	<u> </u>		U			* 1	1	1			i .	-						#	Difference				<b>←</b>	L-N	0			Quantum Management Services	men	Federal Contractors Program Achievemo
														3		<u>3</u>		_		#	Employees	ΔII			<b>←</b>	Part 2: Flow Data Analysis	P			<b>J</b>		ent Table
																		_		#		Г		Ŧ	<b>←</b>	Part 2: Flow Data Analysis	Q					ole
														33.3		3 100.0		100.0		%	Actual	1	Promotions	Flow Data Analysis	<b>←</b>	Q + P x 100	R					
																				#	Expected	Women	ns	a Anal	<b>←</b>	P x F ÷ 100	s					
								Com						2 -1		2		0		#	Difference			ysis	<b>←</b>	0-S	Т					
								Comments						15		16				#	Employees	AII			<b>←</b>	Part 2: Flow Data Analysis	U					
														12		5 13		3 2		#		Г			<b>←</b>	Part 2: Flow Data Analysis	V					
														2 80.0		81.3		2 66.7		%	Actual	W	Term		<b>←</b>	V÷Ux 100	W					
														0 10		3 12		7 2		#	Expected	Women	<b>Terminations</b>		<b>←</b>	U x F ÷ 100	X					
																2				#	Difference				<b>←</b>	0 V - X	Y					
														2 73.2		1 45.1		0 60.0		9/6	Rate	Turnover			<b>←</b>	U÷ ((DYear1 + DYear2) ÷ 2) x 100	Z					

Page 13 of 36

|     |                                |                       |   
   
   
   |   | (EEC  | Occu   | Епр  
  |   |   | Data so  |   |            |  
   |             |   |  |  | (111)      | Occu   | Emp       |   |  | Data so                          | Α   |   |   
  |   |   |
|-----|--------------------------------|-----------------------
--
--
--
---|---|---|--
---|---|---|--|---|------------
--|-------------|---|--|--|------------|--|-----------|---|--|----------------------------------
---|---|--|---|---|
| ,   | uperviso                       | echnicia              | emi-Prof  
   
   
   |   | ğ   | pationa  | loyment  
  |   |   | urces:   | rades   | uperviso   | uperviso   
   |             | echnicia  | emi-Prof   |  | Š          | pationa  | loyment   |   |  | urces:                           |   |   |   
  |   |   |
|     | S                              | ns                    | èssionals   
   
   
   |   |   | Group  | Equity   
  |   |   |  |   | rs: Crafts | S  
   |             | ns  | essionals  |  |            | 1 Group  | Equity    |   |  |                                  | В   |   |   
  |   |   |
| 202 | 20                             | 202                   |   
   
   
   | #   | Π   |  |  
  |   |   | ***************************************  | 201   |            | 20   
   | 201         | _   | -  | #  |            |  |           |   |  |                                  |   |   |   
  |   |   |
| 20  | 17                             | 20                    | 17  
   
   
   |   | Empl  |  | Т  
  |   |   | Par<br>Flow<br>Anal  | 17  | 4          | 17   
   | 4           | 17  | 4  |  | Empl       |  | ₹<br>     |   |  | Par<br>Work<br>Ana               |   |   |   
  |   |   |
| 0   | 0                              | _                     |   
   
   
   |   | iyees   | =<br>T   | res and  
  | New E   |   |  | 0   | 0          | 2  
   | =           | ယ   | 3  |  |            | -<br>  |           |   |  |                                  |   |   |   
  |   |   |
| 0   | 0                              | 0                     | 0   
   
   
   | #   | Actual  | Women  | Promot   
  | ntran   | <u></u>   | <b> </b>   | 0   | 0          | | | | | | | |
   | 10          | 0   | 0  | #  | Representa |  |           | 4   | <b>—</b>   |                                  | E   |   |   
  |   |   |
| 0.0 | 0.0                            | 0.0                   | 0.0   
   
   
   | %   |   | _  | ions   
  | is  | ←   | + D x  | 0.0   | 0.0        | 50.0   
   | 90.9        | 0.0   | 0.0  | %  | tion       |  | W         | /orkfo  | <b>←</b>   |                                  | Ŧ   |   |   
  |   |   |
| 0   | 0                              | 0                     | 1   
   
   
   | #   | Goal  |  | ,  
  |   | <b>←</b>  | Part 3:<br>Goals   | 0.0   | 0.0        | 50.8   
   | 51.5        | 21.1  | 21.4   | %  | Availa     | Won  | orkfore   | rce Aı  | <b>←</b>   | Part 1:<br>Vorkforce<br>Analysis | G   |   |   
  |   |   |
| 0.0 | 0.0                            | 0.0                   | 0.0   
   
   
   | %   | Percent of<br>Goal Met  | Wo   | Short-te   
  |   | <b>←</b>  | E + G x<br>100   | 0   | 0          | 1  
   | 6           | 1   | 1  | #  | bility     | nen  | e         | nalysis   | <b>←</b>   | D x G<br>+ 100                   | Н   |   |   
  |   |   |
| 0.0 | 0.0                            | 21.1                  | 0.0   
   
   
   | 9/0   | Goal  | men  | rm Goals   
  |   | <b>←</b>  | Part 3:<br>Goals   | 0   | 0          | 0  
   | 4           | <u>.</u>  | 1-   | #  | Gap        |  |           |   | <b>←</b>   | Е-Н                              | _   |   |   
  |   |   |
| 0.0 | 0.0                            | 0.0                   | 0.0   
   
   
   | 9/9   | Percent of<br>Goal Met  |  |  
  | Go  | ←   | F÷I x 100  | 0.0   | 0.0        | 98.4   
   | 176.5       | 0.0   | 0.0  | 96   | EE Result  |  |           |   | <b>←</b>   | E÷H<br>x100                      | J   |   |   
  |   | Feder   |
| 0   | 0                              | 1                     | 0   
   
   
   | #   | Goal  |  |  
  | als   | <b>←</b>  | Part 3:<br>Goals   | 0   |            | 0  
   |             | 1   |  | #  | Employees  | IIV  |           |   | <b>←</b>   | Part 2:<br>Flow Data<br>Analysis | K   |   | Qu  
  |   | al Con  |
|     |                                | 0.0                   |   
   
   
   | 76.   | Percent of<br>Goal Met  | We   | Long-te  
  |   | <b>←</b>  | E + K x<br>100   |   |            |  
   |             | 0   |  | #  |            |  |           |   | <b>←</b>   | Part 2:<br>Flow Data<br>Analysis | Т   |   | antum   
  | Part 4:   | Federal Contractors Program Achievem  |
|     |                                |                       |   
   
   
   | %   | Goal  | men  | rm Goal  
  |   | <b>←</b>  | Part 3:<br>Goals   |   |            | mmene  
   | *********** |   |  | %  | tual       | W  | Hires     |   | <b>←</b>   | L÷K<br>x 100                     | М   | 4295  | Manage  
  | Result  | s Progr   |
|     |                                |                       |   
   
   
   | #   | Percent of<br>Goal Met  |  | S  
  |   | <b>←</b>  | F + M x<br>100   |   |            |  
   |             |   |  | #1   | Expected   | imen   |           |   | <b>←</b>   | K x G+                           | Z   | Ŏ.  | ement s   
  |   | am Ac   |
|     | 0                              |                       |   
   
   
   |   |   | 1  | .1   
  | <u> </u>  |   | L  |   |            | 0  
   |             | 0   |  | #  | Difference |  |           |   | <b>←</b>   | L-Z                              | 0   |   | Services  
  | nen   | hievem  |
|     |                                |                       | not antic   
   
   
   |   |   |  |  
  |   |   |  |   |            | (  
   |             |   |  | #  |            | All  |           |   | <b>←</b>   | Part 2:<br>Flow Data<br>Analysis | P   |   |   
  |   | ent Table   |
|     |                                | ,                     | inate anv   
   
   
   |   |   |  | | | | | | | | | |
  |   |   |  |   |            |  
   |             |   |  | #  |            |  | _         | 王   | <b>←</b>   |                                  | Q   |   |   
  |   | le  |
|     |                                | 0                     | erowth no   
   
   
   |   |   |  | | | | | | | | | |
  |   |   |  |   |            |  
   |             |   |  | %  | ctual      | ¥  | romotic   | low Da  | <b>←</b>   | Q + P x<br>100                   | R   |   |   
  |   |   |
|     |                                |                       | r furmover  
   
   
   |   |   |  | | | | | | | | | |
  |   |   |  |   |            |  
   |             |   |  | #1   | Expected   | omen   | ns        | a Anal  | <b>←</b>   | P x F ÷ 10                       | s   |   |   
  |   |   |
|     |                                |                       | in the ne   
   
   
   |   |   | Con  | | | | | | | | | |
  |   |   |  |   |            |  
   |             |   |  | #  |            |  |           | ysis  | <b>←</b>   | ) Q-S                            | T   |   |   
  |   |   |
|     |                                |                       | xt 3 vears  
   
   
   |   |   | ıments   | | | | | | | | | |
  |   |   |  |   |            |  
   |             |   |  | #  |            | <u> </u>   |           |   | <b>←</b>   | Part 2:<br>Flow Dat<br>Analysis  | U   |   |   
  |   |   |
|     |                                |                       | we are un   
   
   
   |   |   |  | | | | | | | | | |
  |   |   |  |   |            |  
   |             | 2   |  | #  |            |  |           |   | <b>←</b>   |                                  | V   |   |   
  |   |   |
|     |                                |                       | able to clo   
   
   
   |   |   |  |  
  |   |   |  |   |            | ***********  
   |             | 1 50.   |  | %  | ectual     | -  | Tern      |   | <b>←</b>   |                                  | W   |   |   
  |   |   |
|     |                                | q                     | ise the gai   
   
   
   |   |   |  | | | | | | | | | |
  |   |   |  |   |            |  
   |             |   |  | #  | Expecte    | Vomen  | ninations |   | <b>←</b>   | L                                | X   |   |   
  |   |   |
|     |                                |                       | in the sh   
   
   
   |   |   |  |  
  |   |   |  | 0   |            | 4  
   |             | 0   |  | #  |            |  |           |   | <b>←</b>   | 00 V - X                         | Y   |   |   
  |   |   |
|     |                                |                       | ort-term  
   
   
   |   |   |  |  
  |   |   |  | 0 0   |            | 0 61   
   |             | 1 66  |  | 9%   | ice Rate   | L Turnove  |           |   | <b>←</b>   |                                  | Z   |   | | | | | | | | | | | | | | | | | |
  |   |   |
|     | 2020 0 0 0 0 0 0 0 0 0 0 0 0 0 | 0 0.0 0 0.0 0.0 0.0 0 | Technicians         2020         1         0         0.0         0         0.1         0.0         1         0.0         0.0         0.0           Supervisors         2017         0         0         0.0         0         0.0 </td <td>Semi-Professionals &amp; 2017         1         0         0.0         1         0.0</td> <td>  # # # % # % % # # # % # Semi-Professionals &amp; 2017   1   0   0.0   1   0.0  </td> <td>  Employees   Actual   Goal   Goal   Goal   Goal   Goal   Goal   Percent of Goal   Goal   Percent of G</td> <td>  All   Women   Women</td> <td>Year         Hires and Promotions         Short-term Goals         Long-term Goals         Women         Fercent of Goal Met         Goal</td> <td>  Fig. 2020   Percent of 2021   Percent of 2021</td> <td>  Year   Hires and Promotions   Short-term Goals     Women   W</td> <td>  Part 2:   Part 3:   E+D x   Part 3:   E+G x   Part 3:   Part 3:</td> <td>  Part 2.</td> <td>  Registration   Regi</td> <td>  2017   2</td> <td>  2014   11   10   909   51.5   6   4   176.5   0   0   0   0   0   0   0   0   0  </td> <td>  2017   3   0   0   0   2.1   1   1   0   0   0   1   0   0   0  </td> <td>&amp;         2014         3         0         0         21.4         1         -1         0.0         1         -1         0.0         0         0         2         1         -1         0.0         1         0</td> <td>                                     </td> <td>  Employees   Representation   Manifest   Gigs   Er Rent   Employees   Actual   Expected   Miles   Mil</td> <td>  All                                  </td> <td>  Part   Part  </td> <td>  Note   Color   Color</td> <td>  Part Equity teat                                      </td> <td>  Part   Part  </td> <td>  B   C   D   E   F   G   H   H   J   J   K   L   M   N   O   P   D   R   S   T   U   V   V   V   V    </td> <td>  Problement   Pro</td> <td>  Color   D   E   F   G   H   T   J   K   L   M   N   D   D   E   F   G   H   T   J   K   L   M   N   D   D   E   F   G   H   T   J   K   L   M   N   D   D   R   S   T   U   V   W   X   V   Z   V   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   W   W   X   V   Z   W   W   W   X   V   Z   W   W   X   V   Z   W   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   W   X   V   Z   W   W   X   V   Z   W   W   W   X   V   Z   W   W   X   V   Z   W   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   W   X   V   Z   W   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   X   W   Z   W   W   X   W   Z   W   W   X   W   Z   W   W   X  </td> <td>  Part   Part  </td> | Semi-Professionals & 2017         1         0         0.0         1         0.0 | # # # % # % % # # # % # Semi-Professionals & 2017   1   0   0.0   1   0.0 | Employees   Actual   Goal   Goal   Goal   Goal   Goal   Goal   Percent of Goal   Goal   Percent of G | All   Women   Women | Year         Hires and Promotions         Short-term Goals         Long-term Goals         Women         Fercent of Goal Met         Goal | Fig. 2020   Percent of 2021   Percent of 2021 | Year   Hires and Promotions   Short-term Goals     Women   W | Part 2:   Part 3:   E+D x   Part 3:   E+G x   Part 3:   Part 3: | Part 2.    | Registration   Regi | 2017   2    | 2014   11   10   909   51.5   6   4   176.5   0   0   0   0   0   0   0   0   0 | 2017   3   0   0   0   2.1   1   1   0   0   0   1   0   0   0 | &         2014         3         0         0         21.4         1         -1         0.0         1         -1         0.0         0         0         2         1         -1         0.0         1         0 |            | Employees   Representation   Manifest   Gigs   Er Rent   Employees   Actual   Expected   Miles   Mil | All       | Part   Part | Note   Color   Color | Part Equity teat                 | Part   Part | B   C   D   E   F   G   H   H   J   J   K   L   M   N   O   P   D   R   S   T   U   V   V   V   V | Problement   Pro | Color   D   E   F   G   H   T   J   K   L   M   N   D   D   E   F   G   H   T   J   K   L   M   N   D   D   E   F   G   H   T   J   K   L   M   N   D   D   R   S   T   U   V   W   X   V   Z   V   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   V   V   W   X   V   Z   W   W   X   V   Z   W   W   W   X   V   Z   W   W   X   V   Z   W   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   W   X   V   Z   W   W   X   V   Z   W   W   W   X   V   Z   W   W   X   V   Z   W   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   X   V   Z   W   W   W   X   V   Z   W   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   W   X   W   Z   W   W   X   W   Z   W   W   X   W   Z   W   W   X   W   Z   W   W   X | Part   Part |

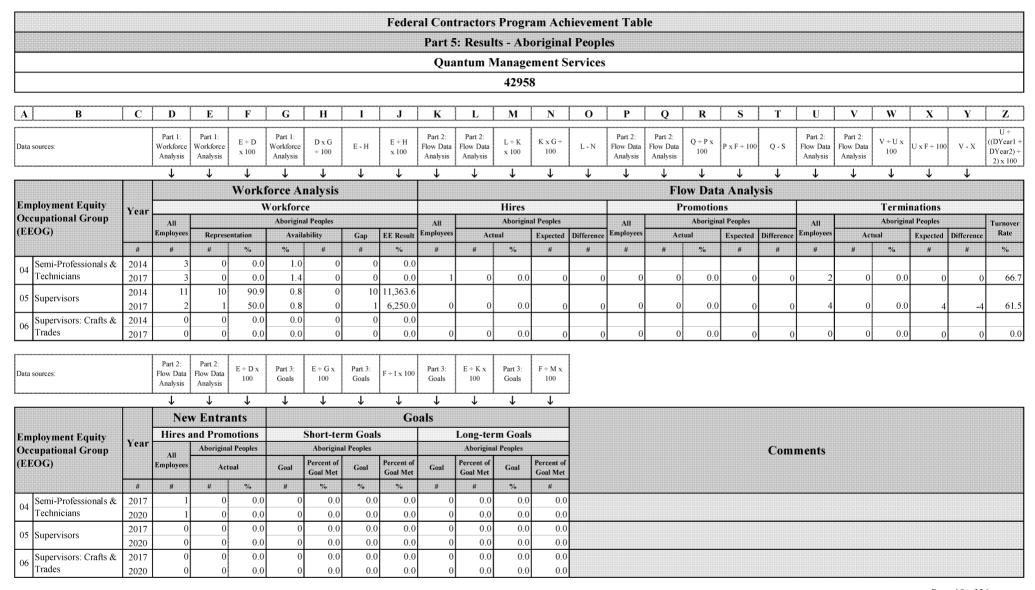
O9 Skilled Crafts & Trades Workers	Service	08 Skilled Sales &	Senior Clerical	Administrative &		(EFOG)	Occupational Group	Employment Equity			Data sources:	Trades Workers	Skilled Crafts &	Service 1	oo Skilled Sales &	Senior Clerical	Adminis		(EECG)	Occupational Group	Employment Equity			Data sources:	A				
Vorkers	Selvice reisonnei	ales &	lerical	trative &			al Group	it Equity				Vorkers	rafts &	Service Personnel	ales &	lerical	trative &			al Group	it Equity				В				
2017 2020	2020	2017	2020	2017	#		Tear	V				2017	2014	2017	2014	2017	2014	#			Year				С				
0 0	0	0	57	57	#	Employees	≧	Hires a	Nex	<b>←</b>	Part 2: Flow Data Analysis	0	0	0	0	56	105	#	Employees	All			<b>←</b>	Part 1: Workforce Analysis	D				
0 0		0	48	48	#	Actual	Women	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	0	0	0	0	51	91	#	Representation				<b>←</b>	Part 1: Workforce Analysis	E				
0.0	0.0	0.0	84.2	84.2	9,6	Hal .	nen	otions	nts	<b>←</b>	E ÷ D x 100	0.0	0.0	0.0	0.0	91.1	86.7	9/6	ntation		u	Workf	<b>←</b>	E ÷ D x 100	F				
0 0	0	0	0	0	#	Goal				<b>←</b>	Part 3: Goals	0.0	0.0	0.0	0.0	80.0	81.0	%	Availability	Women	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Women	Short-term Goals		<b>←</b>	E÷Gx 100	0	0	0	0	45	85	#	bility	nen	е	nalysis	<b>←</b>	D x G ÷ 100	Н				
0.0	0.0	0.0	0.0	0.0	9/6	Goal	nen	m Goals		<b>←</b>	Part 3: Goals	0	0	0	0	6	6	#	Gap				<b>←</b>	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	<b>←</b>	F + 1 x 100	0.0	0.0	0.0	0.0	113.8	107.0	%	EE Result				<b>←</b>	E+H x100	J				Feder
0 0	0	0	0	0	#	Goal			als	<b>←</b>	Part 3: Goals	0		0		55		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K		Qua	_	al Cont
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Women	Long-term Goals		<b>←</b>	E + K x 100	0		0		46		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	Т		ntum N	Part 4:	ractors
0.0	0.0	0.0	0.0	0.0	%	Goal	nen	m Goals		<b>←</b>	Part 3: Goals	0.0		0.0		83.6		9/6	ual	Women	Hires		<b>←</b>	L÷K x 100	N	42958	lanage	Results	Progra
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met				<b>←</b>	F÷Mx 100	0		0		44		#	Expected	nen			<b>←</b>	K x G ÷	Z	~	Quantum Management Services	Part 4: Results - Women	Federal Contractors Program Achieveme
												0		0		2		#	Difference				<b>←</b>	L-N	0		ervices	en	
												0		0		2		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	P				nt Table
												0		0		2		#	Actual		P <sub>1</sub>	Flo	<b>←</b>	Part 2: Flow Data Analysis	Q				e
												0.0		0.0		100.0		%	ral	Women	Promotions	Flow Data Analysis	<b>←</b>	Q÷Px 100	R				
												0		0		2		#	Expected	ien	S	Analy	<b>←</b>	P x F ÷ 100	s				
							Comments					0		0		0		#	Difference			sis	<b>←</b>	Q-S	T				
							ients					0		0		93		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	U				
												0		0		76		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	V				
												0.0		0.0		81.7		%	al	Women	Terminations		<b>←</b>	V + U x 100	W				
												0		0		81		#	Expected	ien	ations		<b>←</b>	U x F ÷ 100	X				
												0		0		-5		#	Difference				<b>←</b>	V - X	Y				
												0.0		0.0		115.5		9%	Rate	Turnover			<b>←</b>	U÷ ((DYear1 + DYear2)÷ 2) x 100	Z				



Page 16 of 36

Lotal	1		Other Manual	Personnel	Other Sales & Service	•	(EEOG)	Occupational Group	<b>Employment Equity</b>			Data sources:		Total	Workers	Other Manual	Personnel	Other Sales & Service		(EECG)	Occupational Group	Employment Equity			Data sources:	A B				
2	2			2			<u> </u>						2	N	2		2	_							***************************************					
2020	2017	2020	2017	2020	2017	#:	Er	1631				FI	2017	2014	2017	2014	2017	2014	#	Er		Year			. W	С				
121	121	0	0	0	0	#	Employees	<u> </u>	Hires a	New	<b>←</b>	Part 2: Flow Data Analysis	174	219	0	0	0	1	#	Employees	All			←	Part 1: Workforce Analysis	D				
102	102	0	0	0	0	#	Actual	Women	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	145	177	0	0	0	1	#	Representation				<b>←</b>	Part 1: Workforce Analysis	E				
84.3	84.3	0.0	0.0	0.0	0.0	%	=	H	tions	its	←	E ÷ D x 100	83.3	80.8	0.0	0.0	0.0	100.0	%	tation		_	Work	←	E ÷ D x 100	F				
0	1	0	0	0	0	#	Goal				←	Part 3: Goals	61.1	65.3		0.0	0.0	53.0	%	Availability	Women	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	10200.0	0.0	0.0	0.0	0.0	9%	Percent of Goal Met	Women	Short-term Goals		<b>←</b>	E÷Gx 100	106	143	0	0	0	1	#	bility	nen	e	nalysis	<b>←</b>	D x G ÷ 100	Н				
0.0	0.0	0.0	0.0	0.0	0.0	%	Geal	nen	m Goals		<b>←</b>	Part 3: Goals	39	34	0	0	0	0	#	Gap				<b>←</b>	E-H	1				
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	<b>←</b>	F + I x 100	136.4	123.8	0.0	0.0	0.0	188.7	3	EE Result				<b>←</b>	E÷H x100	J				Federa
0	0	0	0	0	0	#	Goal				<b>←</b>	Part 3: Goals	105		0		0		#	Employees	All			←	Part 2: Flow Data Analysis	К		Qua		ul Cont
0.0	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Women	Long-term Goals		<b>←</b>	E+Kx 100	89		0		0	ооновне	#	Actual				<b>←</b>	Part 2: Flow Data Analysis	Т		Quantum Management Services	Part 4: Results -	Federal Contractors Program Achieveme
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	nen	m Goals		<b>←</b>	Part 3: Goals	84.8		0.0		0.0		%	ual	Women	Hires		<b>←</b>	L÷K x 100	М	42958	lanage	Results	Progr
0.0	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met				←	F÷Mx 100	64		0		0		#	Expected	nen			<b>←</b>	K x G + 100	Z		ment S	; - Women	am Ach
													25		0		0		#	Difference				<b>←</b>	L-N	0		ervices	ien	ieveme
													16		0		0		#	Employees	ΔII			<b>←</b>	Part 2: Flow Data Analysis	P				nt Table
													13		0		0		#	Actual		Pı	Flo	<b>←</b>	Part 2: Flow Data Analysis	Q				e
													81.3		0.0		0.0		%	uai	Women	Promotions	Flow Data Analysis	<b>←</b>	Q ÷ P x 100	R				
													13		0		0		*	Expected	ien	S	Analy	<b>←</b>	P x F ÷ 100	s				
								Comi					0		0		0		#	Difference			sis	←	Q-S	T				
								Comments					148		0		0		#	Employees	AII.			<b>←</b>	Part 2: Flow Data Analysis	U				
													119		0		0		#	Act				<b>←</b>	Part 2: Flow Data Analysis	V				
													80.4		0.0		0.0		%	Actual	Women	Termi		<b>←</b>	V ÷ U x 100	W				
													120		0		0		#	Expected	nen	Terminations		<b>←</b>	U x F ÷ 100	X				
													<u>-1</u>		0		0		#	Difference				<b>←</b>	V - X	Y				
													75.3		0.0		0.0		36	Rate	Turnover				U÷ ((DYear1 + DYear2)÷ 2) x 100	Z				

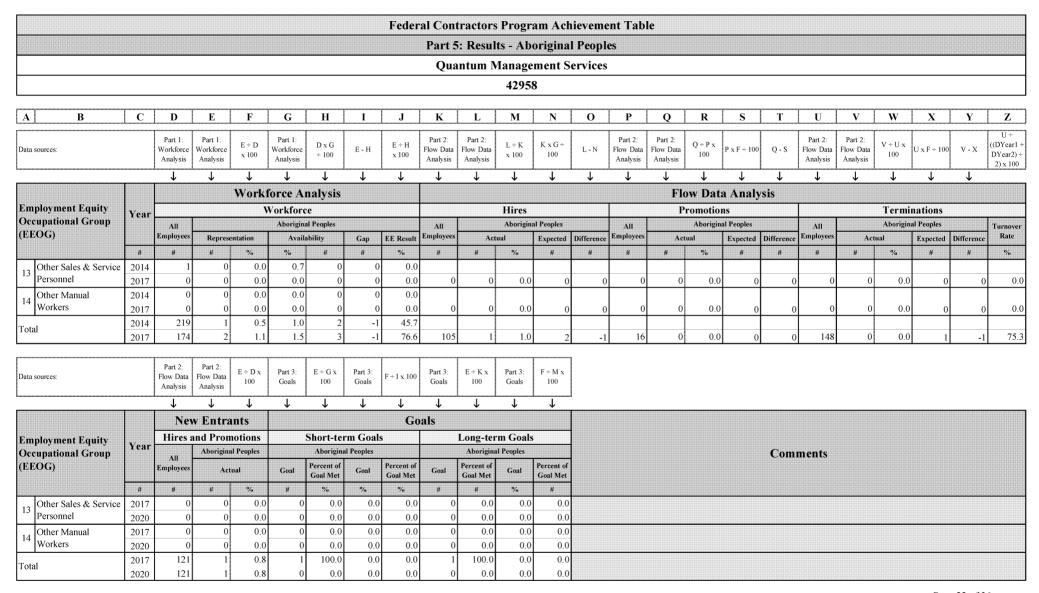
os riolessionais			00 Middle	01 361101			(EEOG)	Occupational Group	Employment Equity			Data sources:		03 Professionals	<sup>02</sup> Managers	_	01 Senior I			(EEOG)	Occupational Group	<b>Employment Equity</b>			Data sources:	A				
OHAIS	1	TS.	Middle & Other	Selliot Managers	Janaan			nal Group	nt Equity					ionals	ırs	Middle & Other	Senior Managers				nal Group	nt Equity			***************************************	В				
2020	2017	2020	2017	2020	2017	#		1631	V				2017	2014	2017	2014	2017	2014	Hz.			Year				С				
21	21	11	11	2	2	#	Employees	IIV	Hires	Ne	<b>←</b>	Part 2: Flow Data Analysis	25	16	33	38	5	5	#	Employees	IIV			<b>←</b>	Part 1: Workforce Analysis	D				
0		0	0	0	0	#	A	Aborigio	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis			0				n:	Repre				<b>←</b>	Part 1: Workforce Analysis	E				
0.0		0.0	0.0	0.0	0.0	%	Actual	Aboriginal Peoples	notions	ants	<b>←</b>	E + D x 100	4.0	6.3					· ·	Representation		,	Work	<b>←</b>	E ÷ D x 100	F				
0			0	0	0	#	Goal				<b>←</b>	Part 3: Goals	2.0	1.6	2.2				%	Avai	Aborigir	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Aborigir	Short-te		<b>←</b>	E÷Gx 100		0	1				#:	Availability	Aboriginal Peoples	ce	nalysis	<b>←</b>	D x G + 100	H				
0.0		50.0	0.0	0.0	0.0	9/0	Goal	Aboriginal Peoples	Short-term Goals		←	Part 3: Goals				<u>-</u>			#: .	Gap				<b>←</b>	Е-Н	I				
	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met		s	<b>Q</b> (	<b>←</b>	F ÷ I x 100	200.0	390.6					2	EE Result				<b>←</b>	E + H x 100	J				Fede
	0	0	1	0	0	#	Goal			Goals	<b>←</b>	Part 3: Goals	18		8					E	All			<b>←</b>	Part 2: Flow Data Analysis	K		Qu	Part:	ral Con
	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Aborigio	Long-te		<b>←</b>	E+Kx 100	0		0		0		11:					<b>←</b>	Part 2: Flow Data Analysis	T		antum	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: Goals	0.0	***************************************	0.0	**********	0.0		7,0	Actual	Aborigi	Hires		<b>←</b>	L + K x 100	M	42958	Manag	lts - At	s Progi
	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met		S		<b>←</b>	F + M x 100	0		0		0		at:	Expected	Aboriginal Peoples			<b>←</b>	K x G +	Z	) <b>%</b>	ement S	origina	am Ac
	)	<u> </u>	<u> </u>	)				1	1			L	0		0		0			Difference				<b>←</b>	L-N	0		Quantum Management Services	Part 5: Results - Aboriginal Peoples	Federal Contractors Program Achieveme
													3		3					F	IIV			<b>←</b>	Part 2: Flow Data Analysis	P			es	ent Table
													0		0		0		#:			-	FI	<b>←</b>	Part 2: Flow Data Analysis	Q				le
													0.0		0.0		0.0		%	Actual	Aborigir	Promotions	Flow Data Analysis	<b>←</b>	Q ÷ P x 100	R				
													0		0		0		at:	Expected	Aboriginal Peoples	ns	a Anal	<b>←</b>	P x F ÷ 100	s				
								Com					0		0		0		#	Difference			/sis	<b>←</b>	Q-S	T				
								Comments					15		16		3			g	IIV			<b>←</b>	Part 2: Flow Data Analysis	U				
													0		0		0		#					<b>←</b>	Part 2: Flow Data Analysis	V				
													0.0		0.0		0.0		,e	Actual	Aborigin	Termi		<b>←</b>	V÷Ux 100	W				
															0		0		#:	Expected	Aboriginal Peoples	Terminations		<b>←</b>	U x F ÷ 100	X				
													<u>-</u>		0		0		#:	Difference				<b>←</b>	V - X	Y				
													73.2		45.1		60.0		P.	Rate	Turnover			←	U+ ((DYear1+ DYear2)+ 2) x 100	Z				



Page 19 of 36

Trades Workers	09 Skilled Crafts &	Service Personnel	OS Skilled Sales &	Senior Clerical	Administrative &	•	Employment Equity Occupational Group (EEOG)					Data sources:	TIGATES ANOTAKES	<u>e</u>			07 Administrative & Senior Clerical			Employment Equity Occupational Group (EEOG)					Data sources:	A B							
2020	2017	2020	2017	2020	2017	#:		1631	<b>V</b>				/107	2014	2017	2014	2017	2014	#			Year				С							
0	0	0	0	57	57	#	Employees	IIV	Hires	New	<b>←</b>	Part 2: Flow Data Analysis		0	0	0	56	105	#	Employees	All			<b>—</b>	Part 1: Workforce Analysis	D							
	0		0			#:	4	Aborigi	Hires and Promotions	w Entrants	<b>←</b>	Part 2: Flow Data Analysis				0	1	0	#	Repre	Г			<b>←</b>	Part 1: Workforce Analysis	E							
0.0		0.0	0.0	1.8	1.8	%	Actual	Aboriginal Peoples	motions	ants	←	E+Dx 100	0.0		0.0	0.0	1.8	0.0	9/6	Representation			Work	←	E + D x 100	F							
	0	0		0		#	Goal				<b>←</b>	Part 3: Goals	0.0			0.0	3 1.1	0.6	%	Ava	Aborigi	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G							
0.0		0.0	0.0	0.0	100.0	%	Percent of Goal Met	Aborigi	Short-te		←	E+Gx 100			0	0		) 1	#	Availability	Aboriginal Peoples	ce	nalysis	<b>←</b>	DxG ÷100	Н							
0.0		0.0	0.0	0.0	0.0	9/6	Goal	Aboriginal Peoples	Short-term Goals		<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	Part 3: Goals	0 0			0	1 0	1 -1	#	Gap				<b>←</b>	Е-Н	1				
	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	←	F ÷ I x 100	0.0		0.0	0.0	162.3	0.0	9%	EE Result				<b>←</b>	E+H x100	J				Fede			
	0	0		0	0	#	Gost				<b>←</b>	Part 3: Goals			0	Ü	55	0	#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K		Qu	Part:	ral Con			
0.0		0.0	0.0	0.0	0.0	#	Percent of Goal Met	Aborigir	Long-te		<b>←</b>	E+Kx 100			0		1		#					<b>←</b>	Part 2: Flow Data Analysis	Т		antum ]	Part 5: Results -	Federal Contractors Program Achievemer			
0.0	0.0	0.0	0.0	0.0	0.0	%	Coal	Aboriginal Peoples	Long-term Goals		←	<b> </b> ←	<b>←</b>	<b>←</b>	Part 3: Goals	0.0		0.0	************	1.8	, one	9%	Actual	Aborigir	Hires		<b>←</b>	L+K x 100	Z	42958	Manage	Its - Ab	s Progr
0.0	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met		S		<b>←</b>	F + M x 100			0				#	Expected	Aboriginal Peoples			<b>←</b>	K x G +	Z	<b>S</b>	Quantum Management Services	<b>Aboriginal Peoples</b>	am Acl			
				-						<u> </u>		<u> </u>			0		0		#	Difference				<b>←</b>	L-N	0		ervices	l Peopl	nieveme			
															0		2		#	Employees	<u>.</u>			<b>←</b>	Part 2: Flow Data Analysis	P			S	ent Table			
															0		0		#			_	Ξ	<b>←</b>	Part 2: Flow Data Analysis	Q				le			
													0.0		0.0		0.0		9/6	Actual	Aborigin	Promotions	ow Dat	<b>←</b>	Q + P x 100	R							
															0		0		#	Expected	Aboriginal Peoples	ns	Flow Data Analysis	<b>←</b>	P x F ÷ 100	s							
								Com						,	0		0		#	Difference			/Sis	<b>←</b>	Q-S	T							
								Comments						,	0		93		#	Employees	AII			<b>←</b>	Part 2: Flow Data Analysis	U							
															0		0		#	λc				<b>←</b>	Part 2: Flow Data Analysis	V							
													0.0		0.0		0.0		%	Actual	Aborigina	Termi		<b>←</b>	V + U x 100	W							
													_		0		0		#	Expected	Aboriginal Peoples	<b>Ferminations</b>		<b>←</b>	U x F ÷ 100	X							
													_		0		0		#	Difference				<b>←</b>	V - X	Y							
													0.0		0.0		115.5		9%	Rate	Turnover				U÷ ((DYear1 + DYear2)÷ 2) x 100	Z							

12 Semi-Ski Workers		11 Inter	10 Ciena			(EEOG)	Occupat	Employr			Data sources:	Workers	12 Semi	Servi		TO CIETA			(EEOG)	Occupat	Employr			Data sources	Α				
Semi-Skilled Manual Workers	Service Personnel	Intermediate Sales &	Clerical Personnel	-			Occupational Group	Employment Equity				ers	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Ciencai Personnei				Occupational Group	Employment Equity			***************************************	B				
2017 2020	2020	2017	2020	2017	#:		1 521	Van				2017	2014	2017	2014	2017	2014	#			Year				С				
0 0		22	7	7	#	Employees	<u> </u>	Т	Ne	<b>←</b>	Part 2: Flow Data Analysis	0	0	41	12		28	#	Employees	All	Ī		<b>←</b>	Part 1: Workforce Analysis	D				
0 0		0	7 0	0	#		Aborigir	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	0		0		0	0	#:					<b>←</b>	Part 1: Workforce Analysis	E				
0.0	0.0			0.0	9,6	Actual	Aboriginal Peoples	notions	ants	<b>←</b>	E + D x 100	0.0	0.0		0.0	0.0	0.0	%	Representation		_	Work	<b>←</b>	E + D x 100	F				
0	0		0	0	#	Goal				<b>←</b>	Part 3: Goals	0.0	0.0		0.8		0.8	%	Avail	Aborigin	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0			0.0	9%	Percent of Goal Met	Aborigin	Short-te		<b>←</b>	E ÷ G x 100	0			0	0	0	*	Availability	Aboriginal Peoples	e	nalysis	<b>←</b>	DxG +100	Н				
0.0	0.0			0.0	9/0	Goal	Aboriginal Peoples	Short-term Goals		<b>←</b>	Part 3: Goals	0	0	0		0	0	#	Gap				<b>←</b>	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	<b>←</b>	F ÷ I x 100	0.0	0.0	0.0	0.0	0.0	0.0	*	EE Result				<b>←</b>	E+H x100	J				Feder
0 0	0	0	0	0	#	Goal			als	<b>←</b>	Part 3: Goals	0		17		5		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	К		Qua	Part 5	Federal Contractors Program Achieveme
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Aboriginal Peoples	Long-term Goals		<b>←</b>	E+Kx 100	0	**********	0		0		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	T		Quantum Management Services	Part 5: Results - Aboriginal Peoples	ractors
0.0	0.0	0.0	0.0	0.0	%	Goal	Peoples	m Goals		<b>←</b>	Part 3: Goals	0.0		0.0		0.0		%	la.	Aboriginal Peoples	Hires		<b>←</b>	L+K x 100	M	42958	lanage	ts - Abo	Progra
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met				<b>←</b>	F + M x 100	0		0		0		41:	Expected	Peoples			<b>←</b>	K x G +	Z		ment Se	original	ım Ach
												0		0		0		#	Difference				<b>←</b>	L-Z	0		ervices	People	
												0		5		2		#	Employees	All			<b>+</b>	Part 2: Flow Data Analysis	P			S	nt Table
												0		0		0		#	Actual		Pı	Flo	<b>←</b>	Part 2: Flow Data Analysis	Q				e
												0.0		0.0		0.0		%		Aboriginal Peoples	Promotions	Flow Data Analysis	<b>←</b>	Q + P x 100	R				
												0		0		0		41:	Expected	Peoples	S	Analys	<b>←</b>	P x F + 100	s				
							Comments					0		0		0		#:	Difference 1			is	<b>←</b>	Q-S	Т				
							ents					0		2		13		#	Employees	AII.			<b>←</b>	Part 2: Flow Data I Analysis	U				
												0		0		0		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	V				
												0.0		0.0		0.0		%		Aboriginal Peoples	Terminations		<b>←</b>	V + U x U	W				
												0		0		0		#	Expected D	Peoples	ıtions		<b>←</b>	U x F ÷ 100	X				
												0		0		0		#	Difference	1			<b>←</b>	V-X ((1	Y				
												0.0		7.5		70.3		*	Rate	Turnover				U+ ((DYear1+ DYear2)+ 2) x 100	Z				



											0.0	0.0	0.0	0 -	0.0		0.0	0.0	0 0	0.0		21	2020	Professionals	03
											0.0			0	0.0								2020		02
											0.0	0.0	0.0	0 0	0.0		0.0	0.0	0	0.0	0	13	2017	Managers	æ 2
												#:	%	11:	#	%	9/6	9/4	#	%	#	#	#		
											let of	Percent of Goal Met	e of Goal	Percent of Goal Met	of Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Actual		Employees		06)	(BEOG)
					nts	Comments	-					ties	Persons with Disabilities	Persons		- S	Persons with Disabilities	Persons wit		Persons with Disabilities	Pers Dist	À	Year	Occupational Group	Occ
												als	Long-term Goals	Long-		ls	Short-term Goals	Short-to		motions	Hires and Promotions			Employment Fauity	7] 3
															Goals	(				ants	New Entrants	Ne			
												<b>←</b>	<b>_</b>	<b></b>	<b>—</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>—</b>	<b>-</b>	<b>_</b>	<b>—</b>			
											×	F+Mx	x Part 3: Goals	E+Kx	Part 3: Goals	F÷1 x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	E + D x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis		ources:	Data sources
											-				***************************************		×	900000000000000000000000000000000000000	-		-	-			,
73.2	0	0	0.0	0 (	15	0	0	0.0	0	1 3	-1	0.0	0	18			<u>-</u>		3.8				2017	Professionals	5
			+												0.0		<u>.</u>		4.5	0.0	0	16	2014	Drofaccionals	
46.9	0	_	5.3		19	0	0	0.0	0	0 4	0	0.0	0	9	.4	0 122.4		2	4.3	2 5.3		38	2017	Mallagers	ខ្ល
															.3	1 145.3			3.2	4.7	3 2	43	2014	Management	
%		# #	#	9% #	#	#	#	9/6	#	#		#	%	#	#		#	#	%	9%	#	#	#		
Rate		ected Difference	Expected	Actual	Employees	Difference Em	Expected Dif		Actual	<sub>e</sub> Employees	led Difference	Expected	Actual		H Employees	EE Result	Gap	Availability	Avai	Representation		Employees		0G)	(EEOG)
Turnover	Tur	bilities	Persons with Disabilities	Persons	IIV		sabilities	Persons with Disabilities	Р	IIV	ities	Persons with Disabilities	Persons		IIV		s	Persons with Disabilities	Persons wit			IIV		Occupational Group	Occ
		enc	<b>Ferminations</b>	Ter				Promotions	Pr			S	Hires					ce	Workforce				Year	Employment Equity	Emp
						-	Analysis	Flow Data Analysis	Flo									nalysis	Workforce Analysis	Work					
<b>←</b>		↓	<b>←</b>	↓	<b>←</b>	←	<b>←</b>	←	<b>←</b>	<b>←</b>	<b>←</b>	←	↓	<b>←</b>	<b>←</b>	←	←	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>			
U+ ((DYear1 + DYear2)+ 2) x 100		7 ÷ 100 V - X	X UxF+100	Part 2: V + U x Flow Data 100	Part 2: Pa Flow Data Flow Analysis Ans	Q-S Flo	P x F ÷ 100	Q+Px Px	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	+ L-N	K x G	L+K tta x100	Part 2: ata Flow Data is Analysis	Part 2: Flow Data Analysis	E + H x 100	Е-Н	D x G + 100	Part 1: Workforce Analysis	E+D x 100	Part 1: Workforce Analysis	Part 1: Workforce Analysis		Ources:	Data sources
Z		X	×	VW	U	T	S	R	Q	P	0	z	M	T	K	l J	I	Н	G	F	E	D	С	B	Α
												58	42958												
										S	Quantum Management Services	gement	Mana	uantum	٥										
										ilities	Part 6: Results - Persons with Disabili	ons wi	s - Pers	Result	Part 6:										
									e	ent Table	Federal Contractors Program Achievemen	gram A	ırs Proj	ntracto	eral Co	Fedi									

	2		05		9		ĺ	Occupat	Emp			Data sources:		6		05		04			(EEOG)	9 6	Emp			Data sources:	Α				
Trades	Supervisors: Crafts &	Sulpan i acco	Supervisors	Technicians	Semi-Professionals &			Occupational Group	Employment Equity			ources:		Trades	Supervisors: Crafts &	Supervisors		Technicians	Semi-Professionals		96)	Occupational Group	Employment Equity			urces:					
	rs: Crafts		Σ.	ns	èssionals			1 Group	Equity			***************************************			rs: Crafts	ß		ns	essionals			Group	Equity				В				
2020	& 2017	2020	2017	2020	& 2017	#	П		Vegr			***************************************			$\dashv$	2017	201	_	& 2014	#			Year				С				
90	7	90	7	0	7	#.	Embiolices		Т		←	Part 2: Flow Data Analysis	-	7	4	7	4	7	4	#:	Employees		=		<u></u>	Part 1: Workforce Analysis	D				
0	0	0	0	11	,		ý ces		Hires and Promotions	New Entrants		£	}	0	0	2	= ,	در	3			- 									
0	0	0	0	0		#	Actual	Disabilities	Promotio	ntrani	<b>—</b>	Part 2: E Flow Data Analysis	_	0	0	0	0	0	0	#	Representation			5	_	Part 1: Workforce Analysis	E				
0.0	0.0	0.0	0.0	0.0	0.0	%		3 1	ions	·	<b>←</b>	E+Dx 100		0.0	0.0	0.0	0.0	0 0	0.0	%	tion		¥	orkfo	<b>←</b>	E ÷ D V	F				
0	0	0	0	1	0	#	Goal				←	Part 3: Goals		0.0	0.0	13.9	9.5	4 6	4.8	%	Availability	rsons with	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	0.0	0.0	0.0	9%	Goal Met	Persons with Disabilities	Short-term Goals	2	<b>←</b>	E ÷ G x 100		0	0	0		0	0	#:	bility	Persons with Disabilities	e	nalysis	←	D x G ÷ 100	H				
0.0	0.0	0.0	0.0	25.0	0.0	39	Goal		m Goals		<b>←</b>	Part 3: Goals		0	0	0	<u>.</u>	0	0	#	Gap				<b>←</b>	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal Met	7		Goals	<b>←</b>	F + 1 x 100		0.0	0.0	0.0	0.0	0.0	0.0	8	EE Result				←	E+H x100	J			Pa	Federa
0	0	0		0	0	#	Goal			ıls	←	Part 3: Goals		0		0		_		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K		Qua	rt 6: R	I Cont
0.0	0.0	0.0	0.0	0.0	0.0	Ħ	Goal Met	Persons with Disabilities	Long-ter		<b>←</b>	E + K x 100		0		0		0		#1	Actual				←	Part 2: Flow Data Analysis	Т		Quantum Management Services	Part 6: Results - Persons with Disabi	Federal Contractors Program Achievement Table
0.0	0.0	0.0	0.0	0.0	0.0	9%	Goal	Disabilities	ong-term Goals		<b>←</b>	Part 3: Goals		0.0		0.0		0.0		%	ual	Persons with	Hires		←	L + K x 100	Z	42958	<b>1anage</b>	Person	Progr
0.0	0.0	0.0	0.0	0.0	0.0	#	Goal Met				<b>←</b>	F÷Mx 100		0		0		0		#	Expected	Persons with Disabilities			<b>←</b>	K x G ÷	Z	<b>x</b>	ment S	ns with	am Ach
												anni anni anni anni anni anni anni anni								#	Difference				<b>←</b>	Ľ - Z	0		ervice	Disab	ievem
													ľ	0		0		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	P			llities	ent Tal
														0		0		0		#				Ξ	←	Part 2: Flow Data Analysis	Q				le
														0.0		0.0		00		%	Actual	Persons wit	Promotions	Flow Data Analysis	<b>←</b>	Q ÷ P x 100	R				
														0		0		5		#:	Expected	Persons with Disabilities	ns	a Analy	←	P x F ÷ 100	s				
								Com						_		0		0		*	Difference			'SiS	<b>←</b>	Q-S	Т				
								Comments						0		<u> </u>				4:	, Employees	All			<b>←</b>	Part 2: Flow Data Analysis	U				
													f	0		4	ı	2		#					←	Part 2: a Flow Data Analysis	V				
														0		0		0		%	Actual	Persons	Ter		<b>←</b>	· V+Ux	W				
													-	0.0		0.0		0 0	-	#:	Expected	Persons with Disabilities	Terminations		←	) U x F ÷ 100	<b>X</b>				
													-	0		0		0	-			vilities	ns								
													ļ	0		0		0		#	Difference	Tu			<b>←</b>	V - X (D) DY 2)	Y				
														0.0		61.5	0	66 7		8	Rate	Furnover			←	U+ ((DYear1+ DYear2)+ 2) x 100	Z				

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Quantum Management Services
42958

												0.0	0.0	0.0	0	0.0	0.0	0.0	0 0	0.0	0 0	0 0	2017	Skilled Crafts & Trades Workers	09
												0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	2020	Service Personnel	8
												0.0	0.0	0.0		0.0	0.0	0.0	0	0.0	0	0	2017	Skilled Sales &	) S
																0.0	0.0	0.0	0	5.3	ω	57	2020		07
												0.0	0.0	0.0	0	0.0	0.0	150.0	2	5.3	3	57	2017	Administrative &	
												#	9,0	#	#	%	%	%	#	%	#	#	#		
												Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	121	Actual	Employees		(EEOG)	(E.E.
					Comments	Con					-	] "	Persons with Disabilities	Persons wit			Disabilities	Persons with Disabilities	_	with	Persons with Disabilities	<u> </u>	Year	Occupational Group	9
												s	Long-term Goals	Long-te			Short-term Goals	hort-ter	8	otions	Hires and Promotions	Hires a		Employment Fauity	7) 3
															Goals	G				nts	New Entrants	Nev			
												<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>-</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>			
											<u> </u>	F÷Mx 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷1 x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	E+Dx 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis		Data sources:	Data
				}	}	ļ														_					
0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	0	0.0	0 0	0 0	0.0	0.0	0 0	0 0	2014	Skilled Crafts & Trades Workers	09
0.0	0	0	0 0.0	0	0		0	0.0	0	0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0 0	0	2017	Service Personnel	08
115.5	0		1.1	93	1 9	Ť	0	50.0		2	0	2	3.6	2	55	105.0		2	3.4	3.6	2	56	2017	_	Τ
																36.6	-2	ယ	2.6	1.0		105	2014		07
37	#	#:	%	#	#:	#	Th:	%	#	#	4:	31:	%	11:	#	%	#	#	%	%	#	#	#		
Rate	Difference	Expected	Actual		e Employees	Difference	Expected	Actual	Ac	Employees	Difference	Expected	Actual		Employees	EE Result	Gap	ility	Availability	ntation	Representation	Employees	Г	(EEOG)	(1
Turnover		Persons with Disabilities	Persons wi		All	Vi.	h Disabilitie	Persons with Disabilities		À.		Persons with Disabilities	Persons wit		All			Disabilities	Persons with Disabilities	_		All		Occupational Group	) C
		Terminations	Term				ns	Promotions	Į.				Hires						Workforce	H			Year	Employment Equity	E
						vsis	Data Analysis	Flow Dat	F									alysis	Workforce Analysis	Workf					
<b>←</b>	<b>←</b>	<b>←</b>	<b>+</b>	<b>←</b>	<b>←</b>	<b>+</b>	<b>←</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>+</b>	<b>←</b>	<b>←</b>			
U÷ ((DYear1 + DYear2) ÷ 2) x 100	V - X	U x F ÷ 100	·:: V+Ux ata 100	Part 2: ta Flow Data s Analysis	Part 2: Flow Data Analysis	Q-S	P x F ÷ 100	Q ÷ P x	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L-N	K x G +	L÷K x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷H x100	Е-Н	DxG ÷100	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	Part 1: Workforce Analysis		Data sources:	Data
Z	Υ	×	W	V	U	Т	s	R	Q	P	0	z	Z	1	K	J	I	Н	G	F	E	D	С	В	A
												- S	42958												
											ervices	ement S	Manage	Quantum Management Services	Qua										
										lities	Disabi	Persons with Disabili		Part 6: Results -	art 6: I	P									
									le	ent Table	nievem	am Acl	s Progr	Federal Contractors Program Achieveme	al Con	Feder									

42958	Quantum Management Services	Part 6: Results - Persons with Disabilities	Federal Contractors Program Achievement Table

									Feder	al Con	tractors	s Progr	am Ach	iieveme	nt Tab	le									
									P	art 6: F	Results	- Persoi	ns with	Disabil	lities										
										Qua	ntum N	Manage	ment S	ervices											
												4295	8												
Α	В	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U	V	W	X	Y	Z
Data s	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	UxF÷100	V - X	U÷ ((DYear1 + DYear2) ÷ 2) x 100
			<b>J</b>	<b>1</b>	1	J	J	J	<b>\</b>	1	J	<b>↓</b>	<b>↓</b>	J	Ţ	J	<b>↓</b>	<b>\</b>	1	<b>↓</b>	↓	<b>↓</b>	J	<b>\</b>	↓
						force A	•											a Analy	/sis	<del></del>					
	ployment Equity Supational Group	Year				Vorkford				All		Hires	n Disabilities				romotio	ns h Disabilities					nations h Disabilities		I
	OG)		All Employees	Represe			ability	Gap	EE Result	All Employees	Ac			Difference	All Employees		tual		Difference	All Employees	Act		Expected	Difference	Turnover Rate
		#	#	#	%	%	#	#	%	Ħ	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
10	Clerical Personnel	2014	28		3.6			0	81.2			0.0													
	Intermediate Sales &	2017 2014	12	0	0.0 8.3			-1	0.0 157.2	5	0	0.0	0	0	2	0	0.0	0	0	13		7.7	0	1	70.3
11	Service Personnel	2017	41	0	0.0			-2	0.0	17	0	0.0	1	-1	5	0	0.0	0	0	) 2	2 0	0.0	0	0	7.5
12	Semi-Skilled Manual Workers	2014	0	0	0.0			0	0.0						0										
	Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	)  0	0	0.0	0	0	0.0
Data s	sources:	***************************************	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	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												
Name of the last			<b>\</b>	<u> </u>	1	<u> </u>	Ţ	1	1	Ţ	<b>\</b>	<u> </u>	<u> </u>												
				w Entra					Go	als															
	ployment Equity	Year	Hires:	and Pron Person	s with			rm Goals h Disabilities			Long-ter								6						
	cupational Group COG)		All Employees	Disab Act		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						Com	ments					
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met												
10	Clerical Personnel	2017 2020	7	0	0.0		0.0	0.0 25.0	0.0	0	0.0	0.0	0.0												
11	Intermediate Sales &	2017	22	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	Service Personnel	2020	22	0	0.0		0.0	25.0	0.0	0	0.0	0.0	0.0												
12	Semi-Skilled Manual Workers	2017 2020	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0												

	Quantur	Part 6: Resul	Federal Contract
42958	Quantum Management Services	Part 6: Results - Persons with Disabilities	Federal Contractors Program Achievement Table

`	n no -£1/	ا د																							
																0.0	0.0	0.0	0	2.5	ယ	121	2020		TOTAL
												0.0	0.0	150.0	2	0.0	0.0	150.0	2	2.5	3	121	2017		2
												0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	2020		Workers
												0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	2017	nual	Other Manual
												0.0	0.0	0.0		0.0	0.0	0.0	0	0.0	0	0	2020		Personnel
												0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	2017	Other Sales & Service	13 Other Sale
												#	9%	#	#	%	%	%	#	%	#	#	#		
												Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	E.	Actual	Employees			(EEOG)
					nents	Comments							Disabilities	Persons with Disabilities			Disabilities	Persons with Disabilities	_	s with littes	Persons with Disabilities	AII	Year	Group	Occupational Group
													m Goals	Long-term Goals			m Goals	Short-term Goals	7.0	otions	Hires and Promotions	Hires a	4	Equity	Employment Equity
															Goals					nts	New Entrants	Nev			
												←	<b>←</b>	<b>←</b>	←	<b>←</b>	<b>←</b>	←	←	←	<b>←</b>	<u></u>			
											***************************************	F+Mx 100	Part 3: Goals	E+Kx 100	Part 3: Goals	F + I x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	E + D x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis		***************************************	Data sources:
													Amminimizer		Å1101111111111111111111111111111111111	·	·	***************************************		***************************************				***************************************	***************************************
75.3	-1	4	2.0	3	148	_	0	6.3	1	16	-3	5	1.9	2	105	51.1	-4	8	4.5	2.3	4	174	2017		Otal
				momen												76.1	-2	8	3.6	2.7	6	219	2014		Total
0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0	2017		Workers
										Ţ						0.0	0	0	0.0	0.0	0	0	2014	nual	
0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0	_		Personnel
																1,538.5		0	6.5	100.0		1	2014	Other Sales & Service	
%	#		9%	#	at:	#	at:	%	<b>4</b> :	#	#		%	#	#	%	#	#	%	9%	#	#	#		
Rate	Difference	Expected	ual	Actual	Employees	Difference	Expected		Actual	Employees	Difference	Expected	Actual	Act	Employees	EE Result	Gap	bility	Availability	ntation	Representation	Employees			(EEOG)
Turnover		Disabilities	Persons with Disabilities	+	AII		Disabilities	Persons with Disabilities	P	À		Disabilities	Persons with Disabilities		All			Disabilities	Persons with Disabilities			IIV		Group	Occupational Group
		ations	Terminations				S	Promotions	Pr				Hires					е	Workforce	И			Year	Equity	Employment Equity
						is	Flow Data Analysis	w Data	Flo									alysis	Workforce Analysis	Workf					
←	←	<b>←</b>	←	<b>←</b>	<b>←</b>	←	←	<b>←</b>	←	<b>←</b>	<b>←</b>	←	←	←	<b>←</b>	<b>←</b>	←	<b>←</b>	←	←	<b>←</b>	<b>←</b>			
U + ((DYear1 + DYear2) + 2) x 100	V - X	U x F ÷ 100	V ÷ U x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q-S	P x F ÷ 100	Q÷Px 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L-N	K x G +	L+K x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷H x 100	Е-Н	D x G ÷ 100	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	Part 1: Workforce Analysis			Data sources:
Z	Y	X	W	V	U	T	s	R	Q	P	0	Z	Z	L	K	J	I	Н	G	F	Е	D	С	В	A
												<b>x</b>	42958												
											ervices	ment S	<b>Aanage</b>	Quantum Management Services	Qua										
										lities	Disabil	ns with	. Person	Part 6: Results - Persons with Disabil	art 6: F	P									
									1	III I ADIC	печение	AIII ACII	Frogn	Federal Contractors Frogram Achieveme	AI COIL	redel									
												A A	J												

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Quantum Management Services
42958

03 Professionals		02 Managers			01 Cenior	-		EEOG.	Occupatio	Employment Equity			Data sources:		03 Professionals		Middle	or semor			(EEOG)	Occupatio	Employment Equity			Data sources:	Α				
ionals		ers	Middle & Other	Semoi managers	Managere				Occupational Group	ent Equity					ionals	ers	Middle & Other	Sellioi Mallagets				Occupational Group	ent Equity				В				
2020	2017	2020	2017	2020	2017	#	Π		1 CH	Vace				2017	2014	2017	2014	2017	2014	#			Year			***************************************	С				
21	21	=	- 11	2	2	#		Findayees	:	Hires	Ne	<b>←</b>	Part 2: Flow Data Analysis	25	16	33	38	5	5	#	Employees	4			<b>←</b>	Part 1: Workforce Analysis	D				
∞ 0	o l	5	5	1		#			Visible N	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	10		4	1	1	1	#	Repres				<b>←</b>	Part 1: Workforce Analysis	Е				
38.1	301	45.5	45.5	50.0	50.0	%	Actual	-	Visible Minorities	notions	ants	<b>←</b>	E ÷ D x 100	40.0	25.0	12.1	2.6	20.0	20.0	%	Representation		_	Work	<b>←</b>	E÷D x 100	F				
0		_	1	0	0	#	Goal					<b>←</b>	Part 3: Goals	20.8	19.5	15.0	14.0	10.1	8.7	%	Avail	Visible N	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	500.0	500.0	0.0	0.0	%	Goal Met	Percent of	Visible Minorities	Short-te		<b>←</b>	E÷Gx 100	5	3	5	5	1	0	#	Availability	Visible Minorities	e	nalysis	<b>←</b>	D x G ÷ 100	Н				
0.0	0.0	50.0	0.0	0.0	0.0	%	Goal	)	linorities	Short-term Goals		<b>←</b>	Part 3: Goals	5	1	-1	-4	0	1	#	Gap				<b>←</b>	Е-Н	I				
0.0	0 0	90.9	0.0	0.0	0.0	%	Goal Met	Percent of			Goals	<b>←</b>	F÷I x 100	192.3	128.2	80.8	18.8	198.0	229.9	ż	EE Result				<b>←</b>	E÷H x100	J			Part	Feder
0 0	0	0	3	0	0	#	Goal				als	<b>←</b>	Part 3: Goals	18		∞		1		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	К		Qua	Part 7: Results - Members of Visible Mir	Federal Contractors Program Achieveme
0.0	0.0	0.0	166.7	0.0	0.0	11:	Goal Met	Percent of	Visible Minorities	Long-term Goals		<b>←</b>	E + K x 100	6		υ υ	**********	0		*	Actual				<b>←</b>	Part 2: Flow Data Analysis	Г		Quantum Management Services	ilts - M	ractors
0.0	0.0	0.0	0.0	0.0	0.0	%	Croal	2	linorities	m Goals		<b>←</b>	Part 3: Goals	33.3		37.5		0.0		%	ual	Visible Minorities	Hires		<b>←</b>	L÷K x 100	M	42958	lanage	embers	Progra
0.0	0.0	0.0	0.0	0.0	0.0	#	Goal Met	Percent of				<b>←</b>	F ÷ M x 100	4		1		0		41.	Expected	linorities			<b>←</b>	K x G + 100	Z		ment S	of Visi	am Ach
														2		2		0		<b>4</b> 1:	Difference				<b>←</b>	L-N	0		ervices	ble Mii	ieveme
														3		3		1		#	Employees	All			<b>+</b>	Part 2: Flow Data Analysis	P			norities	nt Table
														2		2		1		#:	Actual		P	Flo	<b>←</b>	Part 2: Flow Data Analysis	0				е
														66.7		66.7		100.0		%	ual	Visible Minorities	Promotions	w Data	<b>←</b>	Q ÷ P x 100	R				
														1		0		0		at:	Expected	inorities	5	Flow Data Analysis	<b>←</b>	P x F ÷ 100	s				
									Comments					1		2		1		#	Difference			sis	<b>←</b>	Q-S	Т				
									nents					15		16		3		#:	Employees	AII			<b>←</b>	Part 2: Flow Data Analysis	U				
														4	onomes	2				#	Actual				<b>←</b>	Part 2: Flow Data Analysis	V				
														26.7		12.5		33.3		%		Visible Minorities	Terminations		<b>←</b>	V ÷ U x	W				
														4		0		1		#:	Expected	inorities	ations		<b>←</b>	U x F ÷ 100	X				
														0		2		0		#	Difference				<b>←</b>	V - X	Y				
														73.2		45.1		60.0		8	Rate	Turnover				U + ((DYear1 + DYear2) + 2) x 100	Z				

06 Sup		05 Sur	Tec			(EEOG)	Occupa	Emplo			Data sources	Tiducs	luS 80		50	Tec			(EEOG)	Occup	Emplo			Data sources:	A				
Supervisors: Crafts & Trades		Supervisors	Technicians	Semi-Professionals &		3)	Occupational Group	Employment Equity			CS:	ues	Supervisors: Crafts &	orogin rading	Pervisors	Technicians	Semi-Professionals &		3	Occupational Group	Employment Equity			CS:	B				
2017 2020	2020	2017	2020	2017	#		1831	<b>~</b>			***************************************	2017	2014	2017	2014	2017	2014	#:			Year			***************************************	С				
0	0	0	1	1	#	Employees	À	Hires	New	<b>←</b>	Part 2: Flow Data Analysis		0	2	11	3	3	#	Employees	All			<b>←</b>	Part 1: Workforce Analysis	D				
0	0		1		#	Ac	Visible N	Hires and Promotions	w Entrants	<b>←</b>	Part 2: Flow Data Analysis				3	1	0	#	Repres				<b>←</b>	Part 1: Workforce Analysis	E				
0.0	0.0		100.0	100.0	9,6	Actual	Visible Minorities	notions	ants	←	E + D x 100	0.0		0.0	27.3	33.3	0.0	8	Representation		_	Work	<b>←</b>	E ÷ D x 100	F				
0		0	0	0	#	Goal				<b>←</b>	Part 3: Goals	0.0		16.7	12.5	24.1	20.1	%	Avail	Visible N	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0		0.0	0.0	9/4	Percent of Goal Met	Visible Minorities	Short-te		<b>←</b>	E+Gx 100	0			1	1	1	#	Availability	Visible Minorities	ce	nalysis	<b>←</b>	DxG ÷100	Н				
0.0	0.0		0.0	0.0	9/0	Goal	linorities	Short-term Goals		<b>←</b>	Part 3: Goals		0	0	2	0	1-	#	Gap				<b>←</b>	Е-Н	I				
0.0	0.0		0.0	0.0	9,6	Percent of Goal Met			Go	<b>←</b>	F÷1x100	0.0	0.0	0.0	218.2	138.3	0.0	%	EE Result				<b>←</b>	E + H x 100	J			Part	Feder
0	0	0	0	1	Ħ	Goal			Goals	←	Part 3: Goals	0		0		1		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K		Qua	Part 7: Results -	Federal Contractors Program Achievemer
0.0	0.0	0.0	0.0	100.0	#	Percent of Goal Met	Visible Minorities	Long-ter		<b>←</b>	E + K x 100	0	>	0		1		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	Т		Quantum Management Services		ractors
0.0	0.0	0.0	0.0	0.0	9%	Goal	linorities	Long-term Goals		<b>←</b>	Part 3: Goals	0.0		0.0		100.0		%	ual	Visible Minorities	Hires		<b>←</b>	L + K x 100	N	42958	<b>Ianage</b>	embers	Progr
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met				←	F + M x 100	0		0		0		41:	Expected	linorities			<b>←</b>	K x G + 100	Z		ment S	Members of Visible Min	am Ach
												0		0		1		#	Difference				<b>←</b>	L-N	0		ervices	ble Min	ieveme
												٥	>	0		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	P			norities	nt Table
												0		0		0		#	Actual		P	Flo	<b>←</b>	Part 2: Flow Data Analysis	Q				е
												0.0		0.0		0.0		%	ual	Visible Minorities	Promotions	w Data	<b>←</b>	Q ÷ P x 100	R				
												0	,	0		0		41:	Expected	inorities	S	Flow Data Analysis	<b>←</b>	P x F ÷ 100	s				
							Comments					0	,	0		0		#	Difference			sis	<b>←</b>	Q-S	T				
							nents					c	>	4		2		#:	Employees	AII			<b>←</b>	Part 2: Flow Data Analysis	U				
												0		2		_		#:	Actual				<b>←</b>	Part 2: Flow Data Analysis	V				
												0.0		50.0		50.0		%		Visible Minorities	Terminations		<b>←</b>	V + U x 100	W				
												0	,	_		0		#:	Expected	morities	ations		<b>←</b>	U x F ÷ 100	X				
												0	,			1		#	Difference				<b>←</b>	V - X	Υ				
												0.0		61.5		66.7		8	Rate	Turnover				U+ ((DYear1+ DYear2)+ 2) x 100	Z				

														ieveme											
									Part					ible Mi	norities	j									
										Qua	ntum N	1anage 4295	ment S	ervices											
												4295	8												
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y	Z
Data sour	rces:	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U÷ ((DYear1 + DYear2) ÷ 2) x 100
			1	1	1	1	Ţ	<b>1</b>	<b>1</b>	<b>1</b>	1	<b>↓</b>	<u> </u>	<u> </u>	1	<u> </u>	1	<u> </u>	<u> </u>	↓	` ↓	1	<u> </u>	1	
F1-	oyment Equity					force A	•					***						a Analy	/sis	1		<b></b>			
Occup	oational Group	Year	All			Vorkford Visible N				All		Hires Visible N	1inorities		All	1	romotio Visible !	ns dinorities		All			nations Minorities		Turnover
(EEO	G)		Employees	Represe		Availa		Gap	EE Result	Employees	Act		Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference	Rate
14	dministrative &	# 2014	# 105	# 14	13.3	% 14.4	# 15	# -1	% 92.6	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
	enior Clerical	2014	56	9	16.1	18.3	10	-1	87.8	55	12	21.8	10	2	2	0	0.0	0	0	93	18	19.4	12	6	115.5
	cilled Sales & ervice Personnel	2014	0	0	0.0	0.0	0	0	0.0	0		0.0										0.0			
-	killed Crafts &	2017 2014	0	0	0.0	0.0 0.0	Ü	0	0.0	U	0	0.0	0	0	0	0	0.0	0	0	) 0	0	0.0	0	0	0.0
Tr	rades Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
Data sour	rces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100												
			Ţ	<b>↓</b>	Ų.	<b>1</b>	Ţ	1	<b>1</b>	Ţ	1	1	Ţ	•											
				w Entra			<u> </u>			als		·													
	oyment Equity pational Group	Year		and Pron Visible M				rm Goals tinorities	3		Long-ter Visible N		i						Com	ments					
(EEO			All Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
		#	#	#	%	#	%	%	%	#	#	%	#												
	dministrative & enior Clerical	2017 2020	57 57	12 12	21.1	3	400.0 400.0	0.0 25.0	0.0 84.2	0	0.0	0.0	0.0												
OS Sk	killed Sales &	2017	0	0	0.0	0	0.0	0.0	0.0	0		0.0	0.0												
Se	ervice Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
1 ()() 1	xilled Crafts & rades Workers	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												

Page 34 of 36

												0.0	0.0	0.0	0 0	0.0	0.0	0.0	0	0.0	0 0	0	2017 2020	Semi-Skilled Manual Workers	12 Semi-Sk Workers
ve only	ised that v	were advi	2 as we v	rm goal as	ir long-te	have set ou	2020, we	the gap in	ted -4 as t	Goal Setting Tool projected -4 as the gap in 2020, we have set our long-term goal as 2 as we were advised that we only meed to close the current can (-8)	oal Setting ad to close		0.0	100.0	2	18.2	50.0	33.3	6			22	2020	Service Personnel	11 Service
ne	1 ugnomr	ne gap. A	to close ti	s m order	term goan	and long-	SHOTT-TETIN	r between.	spread out	Number of nifes will be spread out between short-term and long-term goals in order to close the gap. Atthough the	imper of it.	0.0	0.0	0.0	0	0.0	0.0	0.0	0	9.1	2	22	2017	Intermediate Sales &	
												0.0	0.0	0.0	0	0.0	0.0	0.0	0	14.3	7 1	7	2020	Cietteal Fetsonniei	10 CIETIC
												0.0	0.0	0.0	0	0.0	0.0	100.0	1	14.3	7 1	7	2017	Damanal	
												#:	%	#:	#	%	%	%	#	%	#	#	#		
												Percent of Goal Met	Goal Pa	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Actual		Employees			(EEOG)
					ts	Comments	C						orities	Visible Minorities			inorities	Visible Minorities		Visible Minorities	Visible !	<u> </u>	Year	Occupational Group	Occupatio
													1 Goals	Long-term Goals			Short-term Goals	Short-ter		motions	Hires and Promotions		•	Employment Equity	Employm
															als	Goals				ants	New Entrants	Ne			
												<b>←</b>	<b>←</b>	<b>←</b>	←	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>			
												F + M x 100	Part 3: I Goals	E÷Kx 100	Part 3: Goals	F + I x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	E + D x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis			Data sources:
0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0	2017	IS	Workers
																0.0	0	0		0.0			2014	Semi-Skilled Manual	12 Semi-S
7.5	<u>.</u>	_	0.0	0	2	-2	2	0.0	0	5	చ	5	11.8	2	17	26.3	-&	11	27.8		3	41	2017	Service Personnel	Service
							-									130.7	_	3	25.5			12	2014	Intermediate Sales &	$\rightarrow$
70.3	2	_	23.1	ω	13	0	0	0.0	0	2	0	_	20.0	<u></u>	5	130.0	0	2	17.1				2017	Clerical Personnel	10 Clerica
																70.5	<u>-</u> _	4	15.2	10.7	3	28	2014	-	
96	#	#	9,0	# #		# #	# #	÷ 9%		# #	#	#	%	#	#	%	#	#	9%	9,6	#	#	#		
Rate	Difference	Expected Dit	Exp	Actual	oyees	rence Employees	Expected Difference	Ехр	Actual	mployees	Difference Em	Expected Dif		Actual	Employees	EE Result	Gap	bility	Availability	Representation		Employees			(EEOG)
Furnover	Т	rities	Visible Minorities	W	=	All	ties	Visible Minorities	Vi	All		orities	Visible Minorities		All			inorities	Visible Minorities			All		Occupational Group	Occupation
		ions	Terminations	Ţ				Promotions	Prom				Hires					е	Workforce	_			Year	Employment Equity	Employm
							nalysis	Flow Data Analysis	Flow									ıalysis	Workforce Analysis	Work					
	<b>←</b>	<b>+</b>	<b>+</b>	<b>+</b>		↓	<b>+</b>	<b>↓</b>		↓	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>			
U÷ ((DYear1+ DYear2)÷ 2) x 100	V - X ((I	U x F ÷ 100	V + U x   U x I	Part 2: V ÷ Flow Data 11 Analysis		Part 2: - S Flow Data Analysis	P x F ÷ 100 Q - S	Q + P x P x F		Part 2: Part 2: Flow Data Flow Data Analysis Analysis	L-N Flo	K x G+	L÷K I x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E+H x100	Е-Н	DxG +100	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	Part 1: Workforce Analysis		***************************************	Data sources:
$\mathbf{z}$	Y	X	W	V		T U	S	R (	Q	P	0	Z	M	Т	K	J	I	Н	G	F	E	D	С	В	Α
													42958												
											vices	ent Ser	anagem	Quantum Management Services	Quan										
										orities	e Mino	Members of Visible Min	nbers o		Part 7: Results -	Part '									
										it Table	vement	n Achie	Prograi	Federal Contractors Program Achievemen	ป Contr	Federa									

Total	ANOTAGIS	Other Manual	Personnel	13 Other S		(EEOG)	Occupational Group	Employment Equity				Data sources:	1000	Total	Workers	Other Manual	Personnel	Other S		(EEOO)	Occupational Group	Employment Equity			Data sources:	Α					
	0	⁄anual	nel	Other Sales & Service			nal Group	nt Equity			***************************************				S	/anual	nel	Other Sales & Service			nai Group	nt Equity				В					
2017 2020	2020	2017	2020	2017	#:			Year			***************************************		2017	2014	2017	2014	2017	2014	#	Г		Year				C					
121 121	0	0	0	0	#	Employees		Т	Nex	•	£	Part 2: Flow Data Analysis	174	219	0	0	0	1	#	Employees				<b>←</b>	Part 1: Workforce Analysis	D					
30 30	0	0	0	0	#	Actual	Visible Minorities	Hires and Promotions	New Entrants			Part 2: Flow Data Analysis	30	31	0	0	0		#	Representation				<b>←</b>	Part 1: Workforce Analysis	E					
24.8 24.8	0.0	0.0	0.0	0.0	%	ā.	morities	otions	nts	•	_	E + D x 100	17.2	14.2	0.0	0.0	0.0	100.0	9/6	itation		=	Workf	<b>←</b>	E ÷ D x 100	Ŧ					
0	0	0	0	0	#:	Geal				•	-	Part 3: Goals	20.1	15.4	0.0	0.0	0.0	48.7	%	Availability	Visible Minorities	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G					
0.0	0.0	0.0	0.0	0.0	%	Goal Met	Visible Minorities	Short-term Goals		€		E+Gx 100	35	34	0	0	0	0	#	bility	inorities	e	alysis	<b>←</b>	DxG ÷100	Н					
0.0	0.0	0.0	0.0	0.0	%	Geal		m Goals		€		Part 3: Goals	-5	င်	0	0	0	1	#	Gap				<b>←</b>	Е-Н						
0.0	0.0	0.0	0.0	0.0	%	Goal Met			Goals	)		F÷I x 100	85.8	91.9	0.0	0.0	0.0	205.3	%	EE Result				<b>←</b>	E+H x100	J				Part	Federa
0 4	0	0	0	0	#	Goal				•		Part 3: Goals	105		0		0		#	Employees	À L			<b>←</b>	Part 2: Flow Data Analysis	<b>X</b>			Quai	Part 7: Results - Members of Visible Mii	Federal Contractors Program Achieveme
750.0 0.0	0.0	0.0	0.0	0.0	71:	Goal Met	Visible Minorities	Long-term Goals		•		E + K x 100	25	**********	0		0		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	Т			Quantum Management Services	Its - Mi	ractors
0.0	0.0	0.0	0.0	0.0	%	Goal		m Goals		•	-	Part 3: Goals	23.8		0.0		0.0		%	121	Visible Minorities	Hires		<b>←</b>	L+K x100	3		42958	lanagei	embers	Progra
0.0	0.0	0.0	0.0	0.0	#	Goal Met				-	-	F÷Mx 100	21		0		0		#	Expected	inorities			<b>←</b>	K x G÷	Z			ment Se	of Visi	ım Ach
													4		0		0		#	Difference				<b>←</b>	L-N	0			ervices		ieveme
													16		0		0		#	Employees	ΔII			<b>←</b>	Part 2: Flow Data Analysis	Р				orities	nt Table
													5		0		0		#	Actual		P	Fle	<b>←</b>	Part 2: Flow Data Analysis	Q	)				e
													31.3		0.0		0.0		%	181	Visible Minorities	Promotions	w Data	<b>←</b>	Q÷Px 100	R					
													2		0		0		#	Expected	inorities	S	Flow Data Analysis	<b>←</b>	PxF + 100	V.					
							Comments	)					3		0		0		#	Difference			sis	<b>←</b>	Q-S	I					
							ients						148		0		0		Ħ	Employees	AII .			<b>←</b>	Part 2: Flow Data Analysis						
													31		0		0		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	<					
													20.9		0.0		0.0		%		Visible Minorities	Terminations		<b>←</b>	V + U x 100	×					
													21		0		0		#	Expected	inorities	ations		<b>←</b>	UxF÷100	×					
													10		0		0		#	Difference				<b>←</b>	V - X	Y					
													75.3		0.0		0.0		9%	Rate	Turnover				U ÷ ((DYear1 + DYear2) ÷ 2) x 100	Z					

	Senior	Middle &		Semi- Professi		Supervis	Administrat	Skilled Sales &
	Manager		Professi	onals &	Supervis	ors:	Senior	Service
	s	Managers	onals	Technici	ors	Crafts &	Clerical	Personnel
CURRENT ASSESS	ľ	i i i i i i i i i i i i i i i i i i i		ans		Trades	Personnel	
ALL EMPLOYEES	5	33	25	3	2	0	56	0
REPRESENTATION		33	25			<del>                                     </del>	30	<del>                                     </del>
Women	4	29	19	0	1	0	51	0
Aboriginal Peoples	0	0	1	0	0	0	1	
Visible Minorities	1	4	10	1	0	0	9	0
ersons With Disabilities	<u>'</u>	2	0	Ö	0		2	
AVAILABILITY				<u> </u>	<del>                                     </del>	<del>                                     </del>		<del>                                     </del>
Women Rate	0.27	0.39	0.59	0.21	0.51	0.00	0.80	0.00
	2.90	2.20	2.00	1.40	0.80	0.00	1.10	0.00
Aboriginal Peoples								
Visible Minorities	10.10	15.00	20.80	24.10	16.70		18.30	0.00
ersons With Disabilities		4.30	3.80	4.60	13.90	0.00	3.40	0.00
GAPS Women		10	4					
	3	16 -1	1	-1	0	0	6	0
Aboriginal Peoples		·		0				<u> </u>
Visible Minorities	0	-1	5	0	0	0	-1	0
ersons With Disabilities		0	-1	0	0	0	0	0
HIRES								_
All Employees	1	8	18	1	0	0	55	0
Women	1	8	16	0	0	0	46	0
Aboriginal Peoples	0	0	0	0	0	0	1	0
Visible Minorities	0	3	6	1	0	0	12	0
ersons With Disabilities		0	0	0	0	0	2	0
PROMOTIONS								
All Employees	1	3	3	0	0		2	0
Women	1	3	1	0	0	0	2	0
Aboriginal Peoples	0	0	0	0	0	0	0	0
Visible Minorities	1	2	2	0			0	0
ersons With Disabilities		0	0	0	0	0	1	0
TERMINATIONS								
All Employees	3	16	15	2	4	0	93	0
Women	2	13	12	1	4	0	76	0
Aboriginal Peoples	0	0	0	0	0	0	0	0
Visible Minorities	1	2	4	1	2	0	18	0
ersons With Disabilities		1	0	0	0	0	1	0
SHORT-TERM GOALS	NUMER	RICAL						
Women	0	0	0	0	0	0	0	0
Aboriginal Peoples	0	0	0	0	0	0	0	0
Visible Minorities	0	0	0	0	0	0	0	0
ersons With Disabilities		0	0	0	0	0	0	0
SHORT-TERM GOALS	PERCE	NTAGE						
Women	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Aboriginal Peoples	0.0	2.2	0.0	0.0	0.0		0.0	0.0
Visible Minorities	0.0	15.0	0.0	0.0	0.0			
ersons With Disabilities	0.0	0.0	3.8					
							1	

LONG-TERM GOALS	NUMERI	CAL						
Women		0	0	0	0	0	0	0
Aboriginal Peoples		0	0	0	0	0	0	0
Visible Minorities		0	0	0	0		0	0
ersons With Disabilities		0	0	0	0	0	0	0
LONG-TERM GOALS			<u> </u>	<u> </u>	0	-	0	0
Women			0.0	21.1	0.0		0.0	0.0
		0.0	0.0		0.0	0.0	0.0	0.0
Aboriginal Peoples	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Visible Minorities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
ersons With Disabilities		0.0	0.0	0.0	0.0	0.0	0.0	0.0
Short-Term Goals Vs	/ Availahi	litv						
Women		LESS	LESS	LESS	LESS		LESS	
Aboriginal Peoples		OK	LESS	LESS	LESS		LESS	
Visible Minorities		OK OK	LESS	LESS	LESS		OK	
ersons With Disabilities		LESS	OK	LESS	LESS		LESS	
EISONS WILLI DISABIlitiES	ON	LLOO		LLUU	LLUU		LLUU	
Long-Term Goals Vs	 ∆vailahil	l itv						
Women		LESS	LESS	OK	LESS		LESS	
		LESS	LESS	LESS	LESS		LESS	
Aboriginal Peoples Visible Minorities		LESS	LESS	LESS	LESS		LESS	
ersons With Disabilities		LESS	LESS	LESS	LESS		LESS	
PISONS VVIIII DISADIIILES	UN	LEGG	LEGG	LEGG	LEGG		LEGG	
Goals above Availabi	Number	Percent						
Short-term Goals	8	14.29%						
Long-term Goals		5.36%						
				Semi-		C	Administrat	
	Senior	Middle &	D C .	Professi		Supervis	ive &	Skilled Sales &
Gaps greater than -5	Manager	Other	Professi	onals &	Supervis	ors:	Senior	Service
	s	Managers	onals	Technici	ors	Crafts &	Clerical	Personnel
				ans		Trades	Personnel	
Women	3	16	4	-1	0		6	0
Aboriginal Peoples	0	-1	1	0	1	0	0	0
Visible Minorities		-1	5	0	0		-1	0
ersons With Disabilities		0	-1	0	0	0	0	0
				Comi			A desimistant	
If Can is arester the	Conia	   Middla 0-		Semi-		Supervis	Administrat	Chilled Calas 6
If Gap is greater than		Middle &	Professi	Professi	Supervis	ors:	ive &	Skilled Sales &
-5 is Goal equal to		Other	onals	onals &	ors	Crafts &	Senior	Service
Availability	ls	Managers		Technici		Trades	Clerical	Personnel
Women	OK	OK	OK	ans OK	OK	OK	Personnel OK	OK
Aboriginal Peoples		OK OK	OK OK	OK OK	OK OK	OK OK	OK OK	OK
Visible Minorities		OK OK	OK OK	OK OK	OK OK	OK	OK OK	OK
ersons With Disabilities		OK OK	OK OK	OK OK	OK OK	OK	OK OK	OK OK
PISONS VVIIII DISANIILLES								
Goals acceptible	Numbe	Percent						
Combined		100.00%						

	l	Ι	Γ	I	I	T
		Intermediate	1	Other		
Skilled Crafts &		Sales &	Skilled	Sales &	Other Manual	Total
Trades Workers	Personnel	Service	Manual	Service	Workers	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
		Personnel	Workers	Personnel		
0	9	41	0	0	0	174
0	8	33	0	0	0	145
0	0	0	0	0	0	2
0	2	3	0	0	0	30
0	0	0	0	0	0	4
0.00	0.63	0.62	0.00	0.00	0.00	0.61
0.00	1.00	1.00	0.00	0.00	0.00	1.50
0.00	17.10	27.80	0.00	0.00	0.00	20.10
0.00	7.00	5.60	0.00	0.00	0.00	4.50
0	2	7	0	0	0	39
0	0	0	0	0	0	-1
0	0	-8	0	0	0	-5
0	-1	-2	0	0	0	-4
0	5	17	0	0	0	105
0	4	14	0	0	0	89
0	0	0	0	0	0	1
0	1	2	0	0	0	25
0	0	0	0	0	0	2
0	2	5	0	0	0	16
0	2	4	0	0	0	13
0	0	0	0	0	0	0
0	0	0	0	0	0	5
0	0	0	0	0	0	1
0	13	2	0	0	0	148
0	9	2	0	0	0	119
0		0	0	0	0	0
0	3	0	0	0	0	31
0	1	0	0	0	0	3
0	0	0	0	0	0	
0	0	0	0	0	0	
0	0	0	0	0	0	
0	0	0	0	0	0	
0.0	0.0	0.0	0.0	0.0	0.0	
0.0	0.0	0.0	0.0	0.0	0.0	
0.0	0.0	27.8		0.0	0.0	
0.0	7.0	5.6		0.0	0.0	
<del></del>	1.0	ı <u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

0	0	0	0	0	0	
0	0	0	0	0	0	
0	0	0	0	0	0	
0	0	0	0	0	0	
0.0	0.0	0.0	0.0	0.0	0.0	
0.0	0.0	0.0	0.0	0.0	0.0	
0.0	0.0	27.8	0.0	0.0	0.0	
0.0	0.0	0.0	0.0	0.0	0.0	
	LESS	LESS				
	LESS	LESS				
	LESS	OK				
	OK	OK				
	LESS	LESS				
	LESS	LESS				
	LESS	OK				
	LESS	LESS				
		Intermediate		Other		
Skilled Crafts &		Sales &	Skilled	Sales &	Other Manual	
Trades Workers	Personnel	Service	Manual	Service	Workers	
		Personnel	Workers	Personnel		
0	2	7	0	0	0	
0	0	0	0	0	0	
0	0	-8	0	0	0	
0	-1	-2	0	0	0	
	<u>'</u>	_				
		Intermediate		Other		
Skilled Crafts &		Sales &	Skilled	Sales &	Other Manual	
Trades Workers	Personnel	Service	Manual	Service	Workers	
		Personnel	Workers	Personnel		
ок	ОК	ОК	OK	ОК	OK	
OK OK	OK OK	OK	OK	OK	OK OK	
ОК	OK OK	OK OK	OK	OK OK	OK OK	
OK	OK OK	OK	OK	OK	OK OK	

	Senior		Middle & Other	Professionals	Semi- Professionals &
	Managers		Managers	11010331011413	Technicians Technicians
Previous Assessment Data					
ALL EMPLOYEES		5	38	16	3
REPRESENTATION					
Women		3	29	11	0
Aboriginal Peoples		0	0	1	0
Visible Minorities		1	1	4	0
Persons With Disabilities			2	0	0
AVAILABILITY					
Women Rate		).24	0.39	0.54	0.21
Aboriginal Peoples		2.40	1.90	1.60	1.00
Visible Minorities	8	3.70	14.00	19.50	20.10
Persons With Disabilities			3.20	4.50	4.80
GAPS		_		_	
Women		2	14	2	-1
Aboriginal Peoples		0	-1	1	0
Visible Minorities		1	-4	1	-1
Persons With Disabilities			1	-1	0
SHORT-TERM GOALS NUMERICAL		_	_	_	
Women		0	0	0	1
Aboriginal Peoples		0	0	0	0
Visible Minorities		0	1	0	0
Persons With Disabilities			0	0	0
SHORT-TERM GOALS PERCENTAGE			0.0	0.0	0.0
Women		0.0	0.0 0.0	0.0 0.0	0.0 0.0
Aboriginal Peoples Visible Minorities		0.0	0.0	0.0	0.0
Persons With Disabilities		0.0	0.0	0.0	0.0
LONG-TERM GOALS NUMERICAL			0.0	0.0	0.0
Women		0	0	0	0
Aboriginal Peoples			1	0	0
Visible Minorities		0		_	
		0	3	0	0
Persons With Disabilities			0	1	0
LONG-TERM GOALS PERCENTAGE		0.0	0.0	0.0	0.0
Women Aboriginal Peoples		0.0	0.0 0.0	0.0 0.0	0.0 0.0
Visible Minorities		0.0	0.0	0.0	0.0
Persons With Disabilities			0.0	0.0	0.0
1 CICCIIC VILLI BIOGDIIILICO			3.0	3.0	0.0

Supervisors	Supervisors: Crafts & Trades	& Senior Clerical	Skilled Sales & Service Personnel	Skilled Crafts & Trades Workers		Intermediate Sales & Service Personnel
11	0	105	0	0	28	12
10	0	91	0	0	21	11
0	0	0	0	0	0	0
3	0	14	0	0	3	4
0	0	1	0	0	1	1
0.52	0.00	0.81	0.00	0.00	0.67	0.64
0.80	0.00	0.60	0.00	0.00	0.80	0.80
12.50	0.00	14.40	0.00	0.00	15.20	25.50
9.50	0.00	2.60	0.00	0.00	4.40	5.30
4	0	6	0	0	2	3
0	0	-1	0	0	0	0
2	0	-1	0	0	-1	1
-1	0	-2	0	0	0	0
0	0	0	0	0	0	0
0	0	1	0	0	0	0
0	0	3	0	0	1	0
0	0	2	0	0	0	0
0.0	0.0	0.0	0.0	0.0		0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
1	0	0	0	0	0	0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0

Semi-Skilled Manual Workers	Other Sales & Service Personnel	Other Manual Workers	Total
0	l 1	0	219
0 0 0	1 0 1 1	0 0 0	177 1 31 6
0.00 0.00 0.00 0.00	0.53 0.70 48.70 6.50	0.00 0.00 0.00 0.00	0.65 1.00 15.40 3.60
0 0 0 0	0 0 1 1	0 0 0	34 -1 -3 -2
0 0 0 0	0 0 0	0 1 0 0	1 2 5 2
0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0	
0 0 0	0 0 0	0 0 0	0 1 3 2
0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0	

Data on File

# **ALL EMPLOYEES**

# **REPRESENTATION**

Women

**Aboriginal Peoples** 

Visible Minorities

Persons With Disabilities

# **AVAILABILITY**

Women

**Aboriginal Peoples** 

Visible Minorities

Persons With Disabilities

# **GAPS**

Women

**Aboriginal Peoples** 

Visible Minorities

Persons With Disabilities

SHORT-TERM GOALS

Women

**Aboriginal Peoples** 

Visible Minorities

Persons With Disabilities

20	281	2015	211
anagers	anagers	nals	ans
senior_m	middle_other_m	professio	_technici
			fessionals
			semi_pro

essionals T	rofessiona	ddle Other Manag	nior Manago
76	823	133	4
essionals T	rofessiona	ddle Other Manag	Senior Manago
5	8	1	0
essionals T	rofessiona	ddle Other Manag	Senior Manago
19	249	14	1
essionals T	rofessiona	middle_and_other	managers_n
3	19	3	Ī

nior Manag	ddle Other Manag	rofessiona	essionals T
27.40%	38.90%	46.40%	38.40%
Senior Manag	ddle Other Manag	rofessiona	essionals T
2.9	2.2	1.6	2
Senior Manag	ddle Other Manag	rofessiona	essionals T
10.1	15	20.8	23.8
managers_	middle_and_other	rofessiona	essionals T
	4.3	3.8	4.6

Senior Manag	ddle Other Manag	rofessiona	essionals T
-1	24	-112	-5
Senior Manag	ddle Other Manag	rofessiona	essionals T
-1	-5	-24	1
Senior Manag	ddle Other Manag	rofessiona	essionals T
-1	-28	-170	-31
managers_	middle_and_other	rofessiona	essionals T
	-9	-58	-7

Senior Manag	ddle Other Manag	rofessiona	essionals T
20.000	0.000	41.000	36.000
Senior Manag	ddle Other Manag	rofessiona	essionals T
0	0.4	0.4	0
Senior Manag	ddle Other Manag	rofessiona	essionals T
5	5.3	12.7	9
managers_	middle_and_othe	rofessiona	essionals T
	1.1	1	1.4

# LONG-TERM GOALS

Women

Aboriginal Peoples

Visible Minorities

Persons With Disabilities

Senior Managddle Ot	her Managrof	essionaess	ionals T
0.0	0.0	0.0	0.0
Senior Managddle Ot	her Managrof	essionaess	ionals T
0.0	0.0	0.0	0.0
Senior Managddle Ot	her Managrof	essionaess	ionals T
2.5	2.7	6.4	6.4
managers_middle	_and_otherof	essionaess	ionals T
	0.6	0.5	0.7

Women Short Term goals

nior Managddle Otl	her Manag	rofessiona	essionals T
0.1	0	0.2	0.18
10	0	20	18

		administr				intermedi			
		ative_sen	skilled_sa	skilled_cr		ate_sales	semi_skill	other_sal	
		ior_cleric	les_servic	aft_trade		_service_	ed_manu	es_servic	other_ma
superviso	crafts_tra	al_person	e_person	s_worker	clerical_p	personne	al_worke	e_person	nual_wor
rs	des	nel	nel	S	ersonnel	1	rs	nel	kers
100	17	290	19	88	297	19	30	188	17

Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
69	1	268	5	1	254	6	6	105	2
Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
0	0	2	0	0	2	0	0	3	0
Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
9	1	18	1	5	17	2	1	13	0
Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
0	0	5	0	0	5	0	0	3	0

Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
54.20%	11.50%	83.00%	41.90%	4.10%	67.90%	69.40%	23.00%	58.00%	30.20%
Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
1	2.2	1.6	2.9	2.3	0.9	1.5	1.2	2.3	1.8
Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	rical Persor	Sales Serv	ed Manua	es Service	Manual W
12	13.4	9.5	32.1	14.5	11.5	13.8	18.5	16.9	17.4
Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	rical Persor	Sales Serv	ed Manua	es Service	Manual W
13.9	7.8	3.4	3.5	3.8	7	5.6	4.8	6.3	5.3

Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
150	-1	27	-3	-3	52	-7	-1	-4	-3
Supervisor:	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
-1	0	-3	-1	-2	-1	0	0	-1	0
Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
-3	-1	-10	-5	-8	-17	-1	-5	-19	-3
Supervisors	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
-14	-1	-5	-1	-3	-16	-1	-1	-9	-1

Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
0.000	5.900	0.000	26.300	1.100	0.000	36.800	20.000	55.900	11.800
Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
0	0	0.7	0	0	3.4	0	0	1.6	0
Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
9	5.9	6.2	5.3	5.7	5.7	10.5	3.3	7.4	0
Supervisor	rafts Trade	Senior Cle	es Service	aft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
0	0	1.7	0	0	2.9	0	0	1.6	0

Supervisor rafts	Trade	Senior Clee:	s Service	raft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor rafts	Trade	Senior Clee:	s Service	raft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor rafts	Trade	Senior Clee:	s Service	raft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
4.5	3.0	3.1	2.7	2.3	2.3	5.3	1.7	3.7	0.0
Supervisor rafts	Trade	Senior Clee:	s Service	raft Trades	ical Persor	Sales Serv	ed Manua	es Service	Manual W
0.0	0.9	0.0	0.0	0.0	1.0	0.0	0.0	0.8	0.0

Supervisor	rafts Trade	Senior Clee	s Service	aft Trades	rical Persor	Sales Serv	ed Manua	es Service	Manual W
0	0.03	0	0.13	0.005	0	0.184	0.1	0.28	0.06
0	3	0	13	0.5	0	18.4	10	28	6

total 3592	Difference between Achievement Table data and Database Data ALL EMPLOYEES	middle_oth senior_man er_manager professional agers s s ERROR ERROR
Total 1753 Total	REPRESENTATION Women	ERROR ERROR
Total 350	Aboriginal Peoples  Visible Minorities	ERROR ERROR ERROR
Total sector_id 49.40%	Persons With Disabilities  AVAILABILITY  Women	ERROR ERROR ERROR ERROR
49.40%  Total  1.7  Total  18.1  Total  4.6	Aboriginal Peoples  Visible Minorities	ERROR ERROR ERROR
	Persons With Disabilities	ERROR ERROR
Total  -22  Total  -40  Total  -302  Total	GAPS Women	ERROR ERROR
	Aboriginal Peoples	ERROR ERROR ERROR
	Visible Minorities  Persons With Disabilities	ERROR ERROR ERROR ERROR
-127	SHORT-TERM GOALS	
Total	Women	ERROR ERROR
Total	Aboriginal Peoples	ERROR ERROR
Total	Visible Minorities  Persons With Disabilities	ERROR ERROR ERROR ERROR

Total	LONG-TERM GOALS			
	Women			
Total	Aboriginal Peoples			
Total	Visible Minorities	ERROR ERROR		
Total	Persons With Disabilities	ERROR ERROR		

Total

semi_profes sionals_tech nicians ERROR		crafts_trade s	administrati ve_senior_c lerical_pers onnel ERROR	skilled_sales _service_pe rsonnel ERROR	skilled_craft _trades_wo rkers ERROR	clerical_per sonnel ERROR	intermediat e_sales_ser vice_person nel ERROR
ERROR	ERROR		ERROR ERROR	ERROR	ERROR	ERROR ERROR	ERROR
ERROR	ERROR		ERROR	ERROR	ERROR	ERROR	ERROR
ERROR ERROR	ERROR ERROR	ERROR	ERROR ERROR ERROR	ERROR ERROR	ERROR ERROR	ERROR ERROR	ERROR ERROR
ERROR	ERROR	ERROR	ERROR	ERROR	ERROR	ERROR	ERROR
ERROR ERROR	ERROR ERROR		ERROR ERROR ERROR	ERROR ERROR	ERROR ERROR	ERROR ERROR	ERROR ERROR
ERROR	ERROR		ERROR	ERROR	ERROR	ERROR	ERROR
ERROR ERROR	ERROR	ERROR	ERROR ERROR ERROR	ERROR	ERROR	ERROR ERROR	ERROR

ERROR ERRO	OR ERROR	ERROR E	RROR ERRO	R ERROR	ERRUR

ERROR	ERROR	ERROR	ERROR
orkers	rsonnel	ual_workers	total
_manual_w	_service_pe	other_man	
semi_skilled			

ERROR	ERROR	ERROR	ERROR
	ERROR		ERROR
FRROR	FRROR		FRRAR
			-,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
	ERROR		ERROR

ERROR	ERRO	R EF	ROR	ERROR
ERROR	ERRO	R EF	ROR	ERROR
ERROR	ERRO	R EF	ROR	ERROR
ERROR	ERRO	R EF	ROR	ERROR

ERROR ERROR E	RROR ERROR
ERROR	ERROR
ERROR ERROR E	RROR ERROR
ERROR ERROR E	RROR ERROR

ERROR E	RROR	ERROR
	RROR	
ERROR E	RROR	
	RROR	

ERROR ERROR

ERROR

# Federal Contractors Program Recommendation Report of the Subsequent Compliance Assessment

Legal Name of the Organization: Quantum Management Services Ltd. (050029)

North American Industry Classification System: Sector 5613 Employment services

#### **Summary of the Organization's activities**

Quantum Management Services Ltd. was established in 1968, Quantum has been connecting organizations with the temporary, contract, and permanent talent they need to reach their goals for nearly 50 years. Quantum workforce majority is located in Montreal, Quebec (108 to 174 employees).

Quantum is an equal opportunity employer.

#### First Year compliance Assessment history:

Initiated date: June 23, 2014

Submission received: October 28, 2015

Workforce Analysis Summary dated: September 30, 2014

closing date: January 12, 2016

**Analyst'name**: Sylvie Fortin

#### **Subsequent Assessment current situation:**

Initiated on April 26, 2017 Submission received on October 10, 2017 Workforce Analysist Summary dated October 6, 2017

Please note that all Goals are as per the availability Rate

#### Women:

EEOG 04: Semi-Professionals & technicians.

Goal not met (0%)

Gap -1. Out of 3 employees in this EEOG, none are women.

The company has not set a short-term goal for this gap.

The company set a long-term goal of 21.1% (at availability rate) because they do not anticipate growth or turnover in the next three years.

#### Overall: Acceptable

The company has good overall representation of women (83.3%) and a single gap in EEOG 04. They should be encouraged to consider setting a short-term goal at availability should an unexpected vacancy occur.

#### **Aboriginals**

EEOG 2: Middle Other Managers.

Goal not met (0%). Gap: -1

Out of 8 hires, none per Aboriginal peoples.

Report of the Goal (short term goal as per the availability rate 2.2 %).

EEOG 7: Administrative & Senior Clerical:

Goal met at 100% and gap closed.

#### Overall: Good

#### **Visible Minorities**

Contractor succeeds in decreasing gaps and adjust new goals accordingly.

**EEOG 2: Middle Other Managers** 

Goal met at 500%

New goal (short term goal as per the availability rate 15 %).

EEOG 04: Semi-Professionals & technicians

A goal was not set for this EEOG. The gap of -1 was eliminated

EEOG 7: Administrative & Senior Clerical:

Goal met at 400%

Goal to address remaining gap of -1 as per the availability rate 18.3 %.

**EEOG 10: Clerical Personnel** 

Goal met at 100%

EEOG 11: Intermediate Sales & Service Personnel

New Gap of -8; short-term goal set at availability (27.8%)

Contractor comment: Number of hires will be spread between short term and long term goals in order to close the Gap. Although the goal setting tool projected -4 as the gap in 2020, we have set our long term goal as 2 we were advised that we only need to close the current gap (-8).

I recommend accepting the short term and long term goals of 27, 8% (availability rate) considering the low turnover.

### Overall: Good

### **Summary Person with Disabilities**

EEOG 03: Professionals:

Goal not met (0%) Gap -1

Out of 21 entrants in this EEOG, none were persons with disabilities. The turnover rate is very high in his EEOG (73.2%)

Report of the Goal (short term goal as per the availability rate 3.8%)

EEOG 5: Supervisors:

Goal not met (0%). However, the gap of -1 was closed.

EEOG 7: Administrative & Senior Clerical:

Goal met at 150%

EEOG 10: Clerical Personnel.

**New Gap of -1 in 2017** (turnover rate 70,3%)

Short term Goal as per the availability rate 7 %.

EEOG 11: Intermediate Sales & Service Personnel

New Gap of -2 (turnover rate 7,5%)

Short term Goal as per the availability rate 5.6 %).

Overall: Good

Progress have been made by Quantum to cover their gaps (less than 80%), however considering that the first year assessment was closed in 2016, and that their short term goals were established from 2016 to 2019, I recommend accepting the reporting of their goals where gaps still exist.

#### Recommendation

I recommend to close the file in compliance, considering that progress have been made by Quantum to cover their gaps (less than 80%), however considering that the first year assessment was closed in 2016, and that their short term goals were established from 2016 to 2019, I recommend accepting the reporting of their goals where gaps still exist.

It is recommended that the closing letter indicate the following:

• That we note the good overall representation of women within the company's workforce and the sole gap in EEOG 04. However, we would encourage the company to set a short-term goal at availability level should an unexpected vacancy occur.

From: Fortin, Sylvie SY [NC] On Behalf Of EE-EME

**Sent:** January 8, 2018 1:05 PM

To: 'marc.welikovitch@quantum.ca' <marc.welikovitch@quantum.ca>

Cc: 'jkapralos@quantum.ca' <jkapralos@quantum.ca>

Subject: Government of Canada Agreement Number: 050029 - Notification of Compliance with the

Federal Contractors Program-Quantum Management services Ltd.

# Subject: Government of Canada Agreement Number: 050029 – Notification of Compliance with the Federal Contractors Program

Dear Mr. Welikovitch,

I am writing to inform you that the subsequent compliance assessment initiated on July 11, 2017 has been completed. As a result of the assessment, Quantum Management Services Ltd. 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 Quantum Management Services Ltd.'s employment equity program.

• The good representation of women within your organization, indicates the importance placed on employment equity at Quantum management Services Ltd. However, we encourage your organization to set a short-term goal for women in the Semi-Professionals & technicians occupational group that is at availability level (21.1%). This goal can be considered should unexpected vacancies occur.

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 July 11, 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, Quantum Management Services Ltd. 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.

Finally, you will find attached a summary of your organizations' employment equity results for women, Aboriginal peoples and members of visible minorities compared to the administrative and support, waste management and remediation services sector and the overall Canadian labour market availability. Please note that the labour market availability at the industry level is not available for persons with disabilities. 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 <a href="Workplace Equity Information Management System">Workplace Equity Information Management System</a> (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 <u>ee-eme@hrsdc-rhdcc.gc.ca</u>.

Your cooperation during the course of this compliance assessment was appreciated and we wish Quantum Management Services Ltd. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



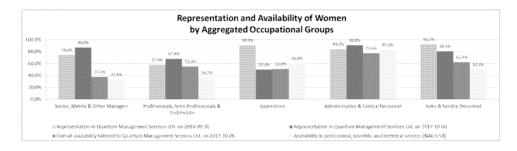
Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!
Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send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

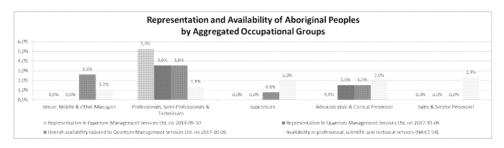
Attachment

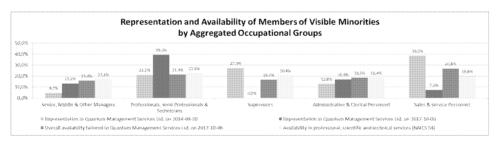
#### Summary of Quantum Management Services Ltd.'s Employment Equity Results

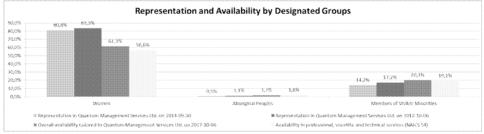
In the charts below, the representation of women, Aboriginal peoples and members of visible minorities at the overall and aggregated Employment Equity Occupational Group (EEOG) levels in Quantum Management Services Ltd. based on your organization's submission are compared to the administrative and support, waste management and remediation services sector and the overall Canadian labour market availability.

<u>Note</u>: The Canadian labour market availability at the industry level for persons with disabilities is not available.









The 14 EEOGs have been aggregated as follows:

- EEOG 1 Senior Managers and EEOG 2 Middle and Other Managers
- EEOG 3 Professionals and EEOG 4 Semi-Professionals and Technicians
- EEOG 5 Supervisors
- EEOG 6 Supervisors: Crafts and Trades
- EEOG 7 Administrative and Senior Clerical Personnel and EEOG 10 Clerical Personnel
- EEOG 8 Skilled Sales and Service Personnel, EEOG 11 Intermediate Sales and Service Personnel and EEOG 13 Other Sales and Service Personnel
- EEOG 9 Skilled Crafts and Trades Workers, EEOG 12 Semi-Skilled Manual Workers and EEOG 14 Other Manual Workers

