



OFFICIAL USE ONLY
Agreement N°: 050029

### Agreement to Implement Employment Equity

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization <i>Quantum Management Services</i>	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) <i>Quantum</i>	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° <i>5613</i>	Total number of employees in Canada (Full-Time/Part-Time/Temporary) To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm</a>

Official use only (If information above is incorrect)		
Procurement Business Number	Total number of employees in Canada <i>250</i>	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) <i>245 Slater street, #500</i>	City <i>OTTAWA</i>	Province <i>ON</i>	Postal Code <i>K1P 5H9</i>
	Telephone Number <i>613-237-8488</i>	Fax Number <i>613-230-7711</i>	

EMPLOYMENT EQUITY CONTACT	
Name (print) <i>CHRISTIANE LOUETH</i>	Title <i>HUMAN RESOURCES MANAGER</i>
Telephone Number <i>514 985 6485</i>	E-mail Address <i>CHRISTIANE.LOUETH@QUANTUM-CA</i>

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

SIGNATORY	
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) <i>MARIE WELIKOVITCH</i>	Title <i>Vice-President &amp; Partner</i>
Telephone Number <i>514 943 5522</i>	E-mail Address <i>marie.welikovitch@quantum.ca</i>
Signature [REDACTED]	Date <i>aug. 12/2013</i>

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

**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: [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

Anupa Harvey

Manager, Operations, Workplace Equity, Labour Program  
Employment and Social Development Canada / Government of Canada  
[anupa.harvey@labour-travail.gc.ca](mailto: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				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	60	0	0	60	Montréal	105	4	0	109
Québec	108	6	0	114	Toronto	38	0	0	38
<b>Total Employees in Canada</b>				174	Québec	3	2	0	5
					Ottawa - Gatineau	22	0	0	22
					<b>Total Employees in Canada</b>				174



**Quantum Management Services Ltd. (certificate # 050029)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2014-10-01 to 2017-08-14**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: \$100,000 and over Bottom Range: \$ 70,000 - \$74,999	4	3	1	2							1		1
	3												
	2	1		1									
	1	1		1									
	<b>Total</b>	5	1	4							1		1
<b>Middle and Other Managers</b>  Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	4	2	2									
	3	7		7									
	2	13	2	11							1		1
	1	9		9				2		2	3		3
	<b>Total</b>	33	4	29				2		2	4		4
<b>Professionals</b>  Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 25,000 - \$29,999	4	3	1	2	1		1				2	1	1
	3	4	2	2							1		1
	2	8	2	6							4	1	3
	1	9	1	8							3		3
	<b>Total</b>	24	6	18	1		1				10	2	8
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 30,000 - \$34,999	4	1	1										
	3												
	2	1	1										
	1	1	1								1	1	
	<b>Total</b>	3	3								1	1	



**Quantum Management Services Ltd. (certificate # 050029)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / National  
 Reporting Period 2014-10-01 to 2017-08-14

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
<b>Supervisors</b>  Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1											
	3													
	2													
	1	1		1										
	<b>Total</b>	2	1	1										
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 15,000 - \$19,999	4	11		11										
	3	19	4	15				1		1	3	1	2	
	2	21	1	20	1			1		1	6	1	5	
	1	1	1	1										
	<b>Total</b>	52	5	47	1			1		2	9	2	7	
<b>Clerical Personnel</b>  Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 30,000 - \$34,999	4	1		1										
	3	2		2										
	2	1	1											
	1	5		5							2		2	
	<b>Total</b>	9	1	8							2		2	
<b>Intermediate Sales and Service Personnel</b>  Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 30,000 - \$34,999	4	1		1										
	3	8	2	6							1		1	
	2	17	4	13							2		2	
	1	14	2	12										
	<b>Total</b>	40	8	32							3		3	



**Quantum Management Services Ltd. (certificate # 050029)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2014-10-01 to 2017-08-14**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>168</b>	<b>29</b>	<b>139</b>	<b>2</b>		<b>2</b>	<b>4</b>		<b>4</b>	<b>30</b>	<b>5</b>	<b>25</b>



**Quantum Management Services Ltd. (certificate # 050029)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Part-Time / National  
 Reporting Period 2014-10-01 to 2017-08-14

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



**Quantum Management Services Ltd. (certificate # 050029)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / National**  
**Reporting Period 2014-10-01 to 2017-08-14**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 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
<b>Total Number of Employees</b>	<b>168</b>	<b>29</b>	<b>139</b>	<b>2</b>		<b>2</b>	<b>4</b>		<b>4</b>	<b>30</b>	<b>5</b>	<b>25</b>





**Quantum Management Services Ltd. (certificate # 050029)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Part-Time / National**  
**Reporting Period 2014-10-01 to 2017-08-14**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$5,000</b>	1		1									
<b>\$ 7,500 - \$ 9,999</b>	1		1									
<b>\$ 10,000 - \$12,499</b>	1		1									
<b>\$ 35,000 - \$39,999</b>	1		1									
<b>\$ 40,000 - \$49,999</b>	1		1									
<b>\$ 50,000 and over</b>	1		1									
<b>Total Number of Employees</b>	6		6									



**Quantum Management Services Ltd. (certificate # 050029)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / National**  
**Reporting Period 2014-10-01 to 2017-08-14**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Senior Managers</b>	1		1									
<b>Middle and Other Managers</b>	8		8							3		3
<b>Professionals</b>	16	2	14							6	2	4
<b>Semi-Professionals and Technicians</b>	1	1								1	1	
<b>Administrative and Senior Clerical Personnel</b>	54	9	45	1		1	2		2	11	3	8
<b>Clerical Personnel</b>	5	1	4							1		1
<b>Intermediate Sales and Service Personnel</b>	17	3	14							2		2
<b>Total Number of Employees Hired</b>	102	16	86	1		1	2		2	24	6	18



**Quantum Management Services Ltd. (certificate # 050029)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Part-Time / National**  
**Reporting Period 2014-10-01 to 2017-08-14**

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



**Quantum Management Services Ltd. (certificate # 050029)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Temporary / National**  
**Reporting Period 2014-10-01 to 2017-08-14**

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

**Quantum Management Services Ltd. (certificate # 050029)  
 FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED  
 Full-Time / National  
 Reporting Period 2014-10-01 to 2017-08-14**

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Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	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									
<b>Total Number of Employees Promoted</b>	<b>16</b>	<b>3</b>	<b>13</b>				<b>1</b>		<b>1</b>		<b>5</b>	<b>5</b>
<b>Total Number of Promotions</b>	<b>21</b>	<b>5</b>	<b>16</b>				<b>1</b>		<b>1</b>		<b>5</b>	<b>4</b>



**Quantum Management Services Ltd. (certificate # 050029)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Full-Time / National**

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	3	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									
<b>Total Number of Employees Terminated</b>	<b>127</b>	<b>24</b>	<b>103</b>				<b>3</b>		<b>3</b>	<b>28</b>	<b>7</b>	<b>21</b>



**Quantum Management Services Ltd. (certificate # 050029)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
 Part-Time / National  
 Reporting Period 2014-10-01 to 2017-08-14

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1		1									
Professionals	1		1									
Administrative and Senior Clerical Personnel	17	4	13							2		2
Clerical Personnel	2	1	1							1		1
<b>Total Number of Employees Terminated</b>	<b>21</b>	<b>5</b>	<b>16</b>							<b>3</b>		<b>3</b>



**Quantum Management Services Ltd. (certificate # 050029)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Temporary / National**

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

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



<b>Federal Contractors Program Achievement Table</b>
<b>Part 1: Workforce Analysis</b>
<b>Quantum Management Services</b>
<b>2017-08-11</b>

<b>Data from Previous Workforce Analysis</b>
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	9	30

<b>Data from Current Workforce Analysis</b>
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↓                      ↓                      ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	8	11

Employment Equity Occupational Group (EEOG)		<b>Table 1: Women</b>		
		Previous Workforce Analysis		
		All Employees	Women	
		#	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
<b>Total</b>		<b>219</b>	<b>177</b>	<b>65.3</b>

Employment Equity Occupational Group (EEOG)		<b>Table 5: Women</b>		
		Current Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
01	Senior Managers	5	4	27.4
02	Middle & Other Managers	33	29	38.9
03	Professionals	25	19	59.1
04	Semi-Professionals & Technicians	3	0	21.1
05	Supervisors	2	1	50.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	56	51	80.0
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	9	8	62.9
11	Intermediate Sales & Service Personnel	41	33	62.3
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>174</b>	<b>145</b>	<b>61.1</b>

<b>* Source:</b>
Workforce Analysis - Summary Report

<b>* Source:</b>
Workforce Analysis - Summary Report

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

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

Date of Previous Workforce Analysis	MM	DD
YYYY	9	30
2014		

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

Date of Current Workforce Analysis	MM	DD
YYYY	8	11
2017		

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

Employment Equity Occupational Group (EEOG)	Table 6: Aboriginal Peoples		
	Current Workforce Analysis		
	All Employees	Aboriginal Peoples	
	#	Representation #	Availability* %
01 Senior Managers	5	0	2.9
02 Middle & Other Managers	33	0	2.2
03 Professionals	25	1	2.0
04 Semi-Professionals & Technicians	3	0	1.4
05 Supervisors	2	0	0.8
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	56	1	1.1
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	9	0	1.0
11 Intermediate Sales & Service Personnel	41	0	1.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>174</b>	<b>2</b>	<b>1.5</b>

**\* Source:**  
 Workforce Analysis - Summary Report

**\* Source:**  
 Workforce Analysis - Summary Report

<b>Federal Contractors Program Achievement Table</b>
<b>Part 1: Workforce Analysis</b>
<b>Quantum Management Services</b>
<b>2017-08-11</b>

<b>Data from Previous Workforce Analysis</b>
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	9	30

<b>Data from Current Workforce Analysis</b>
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Date of Current Workforce Analysis		
YYYY	MM	DD
2017	8	11

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	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
<b>Total</b>		<b>219</b>	<b>31</b>	<b>15.4</b>

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
	Senior Managers	5	1	10.1
	Middle & Other Managers	33	4	15.0
	Professionals	25	10	20.8
	Semi-Professionals & Technicians	3	1	24.1
	Supervisors	2	0	16.7
	Supervisors: Crafts & Trades	0	0	0.0
	Administrative & Senior Clerical Personnel	56	9	18.3
	Skilled Sales & Service Personnel	0	0	0.0
	Skilled Crafts & Trades Workers	0	0	0.0
	Clerical Personnel	9	2	17.1
	Intermediate Sales & Service Personnel	41	3	27.8
	Semi-Skilled Manual Workers	0	0	0.0
	Other Sales & Service Personnel	0	0	0.0
	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>174</b>	<b>30</b>	<b>20.1</b>

<b>* Source:</b>
Workforce Analysis - Summary Report

<b>* Source:</b>
Workforce Analysis - Summary Report

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

**Data from Previous Workforce Analysis**  
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Date of Previous Workforce Analysis	MM	DD
YYYY		
2014	9	30

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

Date of Current Workforce Analysis	MM	DD
YYYY		
2017	8	11

**Table 4: Persons with Disabilities**  
 Previous Workforce Analysis

Employment Equity Occupational Group (EOOG)	All Employees	Persons with Disabilities		Availability*
		Representation	#	
	#	#	%	
01/02 Managers	43	2	3.2	
03 Professionals	16	0	4.5	
04 Semi-Professionals & Technicians	3	0	4.8	
05 Supervisors	11	0	9.5	
06 Supervisors: Crafts & Trades	0	0	0.0	
07 Administrative & Senior Clerical Personnel	105	1	2.6	
08 Skilled Sales & Service Personnel	0	0	0.0	
09 Skilled Crafts & Trades Workers	0	0	0.0	
10 Clerical Personnel	28	1	4.4	
11 Intermediate Sales & Service Personnel	12	1	5.3	
12 Semi-Skilled Manual Workers	0	0	0.0	
13 Other Sales & Service Personnel	1	1	6.5	
14 Other Manual Workers	0	0	0.0	
<b>Total</b>	<b>219</b>	<b>6</b>	<b>3.6</b>	

**Table 8: Persons with Disabilities**  
 Current Workforce Analysis

Employment Equity Occupational Group (EOOG)	All Employees	Persons with Disabilities		Availability*
		Representation	#	
	#	#	%	
01/02 Managers	38	2	4.3	
03 Professionals	25	0	3.8	
04 Semi-Professionals & Technicians	3	0	4.6	
05 Supervisors	2	0	13.9	
06 Supervisors: Crafts & Trades	0	0	0.0	
07 Administrative & Senior Clerical Personnel	56	2	3.4	
08 Skilled Sales & Service Personnel	0	0	0.0	
09 Skilled Crafts & Trades Workers	0	0	0.0	
10 Clerical Personnel	9	0	7.0	
11 Intermediate Sales & Service Personnel	41	0	5.6	
12 Semi-Skilled Manual Workers	0	0	0.0	
13 Other Sales & Service Personnel	0	0	0.0	
14 Other Manual Workers	0	0	0.0	
<b>Total</b>	<b>174</b>	<b>4</b>	<b>4.5</b>	

**\* Source:**  
 Workforce Analysis - Summary Report

**\* Source:**  
 Workforce Analysis - Summary Report

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Quantum Management Services

42958

Start Date of Flow Data			
YYYY	MM	DD	
2014	10	1	

End Date of Flow Data			
YYYY	MM	DD	
2017	8	11	

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 1: Women Hired				Table 5: Women Promoted				Table 9: Women Terminated			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
01 Senior Managers	1	1	0	0	1	1	0	0	3	2	0	0
02 Middle & Other Managers	8	8	0	0	3	3	0	0	15	12	1	1
03 Professionals	16	14	2	2	3	1	0	0	14	11	1	1
04 Semi-Professionals & Technicians	1	0	0	0	0	0	0	0	2	1	0	0
05 Supervisors	0	0	0	0	0	0	0	0	4	4	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	54	45	1	1	2	2	0	0	76	63	17	13
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	4	0	0	2	2	0	0	11	8	2	1
11 Intermediate Sales & Service Personnel	17	14	0	0	5	4	0	0	2	2	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>102</b>	<b>86</b>	<b>3</b>	<b>3</b>	<b>16</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>127</b>	<b>103</b>	<b>21</b>	<b>16</b>

**Federal Contractors Program Achievement Table**

**Part 2: Flow Data Analysis**

**Quantum Management Services**

42958

Start Date of Flow Data		
YYYY	MM	DD
2014	10	1

End Date of Flow Data		
YYYY	MM	DD
2017	8	11

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

**Table 2: Aboriginal Peoples**

**Table 6: Aboriginal Peoples**

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	1	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
<b>Total</b>	<b>102</b>	<b>1</b>	<b>3</b>	<b>0</b>

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
<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>

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
<b>127</b>	<b>0</b>	<b>21</b>	<b>0</b>

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Quantum Management Services

42958

007515

Start Date of Flow Data			
YYYY	MM	DD	
2014	10	1	

End Date of Flow Data			
YYYY	MM	DD	
2017	8	11	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	1	0	0	0	1	0	0	0	3	0	0	0
02 Middle & Other Managers	8	0	0	0	3	0	0	0	15	1	1	0
03 Professionals	16	0	2	0	3	0	0	0	14	0	1	0
04 Semi-Professionals & Technicians	1	0	0	0	0	0	0	0	2	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	4	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	54	2	1	0	2	1	0	0	76	1	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	2	0	0	0	11	1	2	0
11 Intermediate Sales & Service Personnel	17	0	0	0	5	0	0	0	2	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>102</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>16</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>127</b>	<b>3</b>	<b>21</b>	<b>0</b>

**Federal Contractors Program Achievement Table**

**Part 2: Flow Data Analysis**

**Quantum Management Services**

42958

007516

Start Date of Flow Data			
YYYY	MM	DD	
2014	10	1	

End Date of Flow Data			
YYYY	MM	DD	
2017	8	11	

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	1	0	0	0	1	1	0	0	3	1	0	0
02 Middle & Other Managers	8	3	0	0	3	2	0	0	15	2	1	0
03 Professionals	16	6	2	0	3	2	0	0	14	4	1	0
04 Semi-Professionals & Technicians	1	1	0	0	0	0	0	0	2	1	0	0
05 Supervisors	0	0	0	0	0	0	0	0	4	2	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	54	11	1	1	2	0	0	0	76	16	17	2
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	1	0	0	2	0	0	0	11	2	2	1
11 Intermediate Sales & Service Personnel	17	2	0	0	5	0	0	0	2	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>102</b>	<b>24</b>	<b>3</b>	<b>1</b>	<b>16</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>127</b>	<b>28</b>	<b>21</b>	<b>3</b>



<b>Federal Contractors Program Achievement Table</b>
<b>Part 3: Goals</b>
<b>Quantum Management Services</b>
<b>2017-08-11</b>

<b>Data from Previous Goals</b>
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<b>Data from Current Goals</b>
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Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2020

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

Employment Equity Occupational Group (EOG)		Table 1: Women			
		Women			
		Short-term Goals		Long-term Goals	
		#	%	#	%
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	0	0.0	0	0.0
03	Professionals	0	0.0	0	0.0
04	Semi-Professionals & Technicians	1	0.0	0	0.0
05	Supervisors	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	0	0.0	0	0.0
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	0	0.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
<b>Total</b>		<b>1</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

Table 5: Women			
Women			
Short-term Goals		Long-term Goals	
#	%	#	%
0	21.1	1	

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

**Data from Previous Goals**

↓ ↓ ↓ ↓ ↓

**Data from Current Goals**

↓ ↓ ↓ ↓ ↓

Duration of Previous Goals				
Short-term		Long-term		
From	To	From	To	To
YYYY	YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2020	

Duration of Current Goals				
Short-term		Long-term		
From	To	From	To	To
YYYY	YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023	

**Table 2: Aboriginal Peoples**

	Aboriginal Peoples		Aboriginal Peoples	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
<b>Employment Equity Occupational Group (EEOG)</b>				
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	1	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	1	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
<b>Total</b>	<b>1</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>

**Table 6: Aboriginal Peoples**

	Aboriginal Peoples		Aboriginal Peoples	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
	1	50.0	0	0.0

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

Data from Previous Goals			
↓	↓	↓	↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2020

Data from Current Goals			
↓	↓	↓	↓

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

	Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities			
		Persons with Disabilities		Long-term Goals	
		Short-term Goals	%	#	%
01/02	Managers	0	0.0	0	0.0
03	Professionals	0	0.0	1	0.0
04	Semi-Professionals & Technicians	0	0.0	0	0.0
05	Supervisors	0	0.0	1	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
<b>Total</b>		<b>2</b>	<b>0.0</b>	<b>2</b>	<b>0.0</b>

	Employment Equity Occupational Group (EEOG)	Table 7: Persons with Disabilities			
		Persons with Disabilities		Long-term Goals	
		Short-term Goals	%	#	%
		1	25.0		
		1	25.0		
		3	25.0		
<b>Total</b>					

<b>Federal Contractors Program Achievement Table</b>
<b>Part 3: Goals</b>
<b>Quantum Management Services</b>
<b>2017-08-11</b>

<b>Data from Previous Goals</b>
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Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2020

<b>Data from Current Goals</b>
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↓      ↓      ↓      ↓

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

**Table 4: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)		Members of Visible Minorities			
		Short-term Goals		Long-term Goals	
		#	%	#	%
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	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	1	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
<b>Total</b>		<b>5</b>	<b>0.0</b>	<b>4</b>	<b>0.0</b>

**Table 8: Members of Visible Minorities**

Members of Visible Minorities			
Short-term Goals		Long-term Goals	
#	%	#	%
1	50.0		
3	25.0		
6	50.0	2	

**Federal Contractors Program Achievement Table**  
**Part 4: Results - Women**  
**Quantum Management Services**  
**42958**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U + (DY \text{ part} 2) \div 2 \times 100$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations						Turnover Rate %
		All Employees				Women				All Employees				Women		All Employees		Women		All Employees		Women		All Employees		Women						
		#	%	Representation	Availability	#	%	Gap	EE Result	#	%	Expected	Difference	#	%	Actual	%	Expected	Difference	#	%	Actual	%	Expected	Difference	#	%	Expected	Difference			
01 Senior Managers	2014	5	60.0	24.2	1	2	247.9			1	100.0	0	1	100.0	1	100.0	1	0	3	2	66.7	2	0	60.0								
	2017	5	80.0	27.4	1	3	292.0			1	100.0	0	1	100.0	1	100.0	1	0	3	2	66.7	2	0	60.0								
02 Middle & Other Managers	2014	38	76.3	39.1	15	14	195.2			8	8	100.0	3	5	3	100.0	2	1	16	13	81.3	12	1	45.1								
	2017	33	87.9	38.9	13	16	225.9			8	8	100.0	3	5	3	100.0	2	1	16	13	81.3	12	1	45.1								
03 Professionals	2014	16	68.8	53.7	9	2	128.0			18	16	88.9	11	5	3	33.3	2	-1	15	12	80.0	10	2	73.2								
	2017	25	76.0	59.1	15	4	128.6			18	16	88.9	11	5	3	33.3	2	-1	15	12	80.0	10	2	73.2								

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01 Senior Managers	2017	2	100.0	2	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	2	100.0	2	0	0.0	0	0.0	0	0.0	0	0.0		
02 Middle & Other Managers	2017	11	100.0	11	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	11	100.0	11	0	0.0	0	0.0	0	0.0	0	0.0		
03 Professionals	2017	21	81.0	17	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	21	81.0	17	0	0.0	0	0.0	0	0.0	0	0.0		

**Federal Contractors Program Achievement Table**  
**Part 4: Results - Women**  
**Quantum Management Services**  
**42958**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x F + 100	V - X	U + (DYcart + DYcar2) / 2 x 100	

Occupational Group (EOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Promotions						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	#	Gap #	EE Result %	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #											
04 Semi-Professionals & Technicians	2014	3	0.0	21.4	1	-1	0.0	1	0	0	0	0	0	0	0	0.0	0	0	0	0	2	1	50.0	0	1	66.7												
	2017	3	0.0	21.1	1	-1	0.0	1	0	0	0	0	0	0	0	0.0	0	0	0	0	2	1	50.0	0	1	66.7												
05 Supervisors	2014	11	90.9	51.5	6	4	176.5	0	0	0	0	0	0	0	0	0.0	0	0	0	4	4	100.0	4	4	61.5													
	2017	2	50.0	50.8	1	0	98.4	0	0	0	0	0	0	0	0	0.0	0	0	0	4	4	100.0	4	4	61.5													
06 Supervisors, Crafts & Trades	2014	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0												
	2017	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0												

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
04 Semi-Professionals & Technicians	2017	1	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	As we do not anticipate any growth nor turnover in the next 3 years, we are unable to close the gap in the short-term.
	2020	1	0.0	0	0.0	1	0.0	1	0.0	0	0.0	0	0.0	
2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
05 Supervisors	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table  
 Part 4: Results - Women  
 Quantum Management Services  
 42958

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:				Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	E - H	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V + U \times 100$	$U \times E + 100$	V - X	$U + (DY \text{ ear} 2) + 2 \times 100$

Occupational Group (EOG)	Year	Workforce Analysis												Hires					Promotions					Terminations					Turnover Rate %
		All Employees				Women				All Employees				Women				All Employees				Women							
		#	%	Representation %	Availability %	#	%	Gap #	EE Result %	#	%	Expected #	Difference #	#	%	Expected #	Difference #	#	%	Expected #	Difference #	#	%	Expected #	Difference #				
07 Administrative & Senior Clerical	2014	105	86.7	81.0	85	6	107.0		55	46	83.6	44	2	2	2	100.0	2	0	93	76	81.7	81	-5	115.5					
08 Skilled Sales & Service Personnel	2014	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0				
09 Skilled Crafts & Trades Workers	2014	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0				

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Actual #	Goal %	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met		
07 Administrative & Senior Clerical	2017	57	84.2	48	0	0.0	0	0.0	0	0.0	0	0.0		
08 Skilled Sales & Service Personnel	2017	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0		

**Federal Contractors Program Achievement Table**

**Part 4: Results - Women**

**Quantum Management Services**

**42958**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	E - H	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	V - X	$U = ((DYear1 + DYear2) \div 2) \times 100$		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					Turnover Rate
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
		#	Representation	Availability	Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference		
#	#	%	%	#	#	%	#	%	#	#	%	#	#	#	%	#	#	#	#	#	%			
10 Clerical Personnel	2014	28	21	75.0	67.0	19	2	111.9																
	2017	9	8	88.9	62.9	6	2	141.3	5	4	80.0	3	1	2	2	100.0	2	1	13	9	69.2	10	-1	70.3
11 Intermediate Sales & Service Personnel	2014	12	11	91.7	63.8	8	3	143.7																
	2017	41	33	80.5	62.3	26	7	129.2	17	14	82.4	11	3	5	4	80.0	5	-1	2	2	100.0	2	0	7.5
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Women	Women				Women						
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	%	%	#	#	%	%					
10 Clerical Personnel	2017	7	6	85.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	7	6	85.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2017	22	18	81.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	22	18	81.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	



**Federal Contractors Program Achievement Table**  
**Part 4: Results - Women**  
**Quantum Management Services**  
**42958**

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

Occupational Group (EOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #						
13 Other Sales & Service Personnel	2014	1	100.0	53.0	1	0	188.7	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0					
	2017	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0					
14 Other Manual Workers	2014	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0					
	2017	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0					
<b>Total</b>	2014	219	177	80.8	65.3	143	34	123.8	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0					
	2017	174	145	83.3	61.1	106	39	136.4	105	89	84.8	64	25	16	13	81.3	13	0	148	119	80.4	120	-1	75.3								

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
13 Other Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
<b>Total</b>	2017	121	84.3	1	10200.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	121	102	84.3	0	0.0	0	0.0	0	0.0	0	0.0	0	

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
**Quantum Management Services**  
**42958**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times E + 100$	$V - X$	$U + (DY \text{ part} 2) \div 2 \times 100$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis															
		All Employees						Aboriginal Peoples						All Employees						Aboriginal Peoples									
		#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Turnover Rate %		
01 Senior Managers	2014	5	0.0	2.4	0	0.0	0	0.0	0	1	0	0.0	0	0	0.0	0	0	0	0	3	0	0.0	0	0	0	0.0	0	0	60.0
	2017	5	0.0	2.9	0	0.0	0	0.0	0	1	0	0.0	0	0	0.0	0	0	0	0	3	0	0.0	0	0	0	0.0	0	0	60.0
02 Middle & Other Managers	2014	38	0.0	1.9	1	0.0	-1	0.0	0.0	8	0	0.0	0	0	0.0	0	0.0	0	0	16	0	0.0	0	0	0	0.0	0	0	45.1
	2017	33	0.0	2.2	1	0.0	-1	0.0	0.0	8	0	0.0	0	0	0.0	0	0.0	0	0	16	0	0.0	0	0	0	0.0	0	0	45.1
03 Professionals	2014	16	1	6.3	1.6	0	1	1	200.0	18	0	0.0	0	0	0.0	0	0.0	0	0	3	0	0.0	0	0	0	0.0	1	-1	73.2
	2017	25	1	4.0	2.0	0	1	1	200.0	18	0	0.0	0	0	0.0	0	0.0	0	0	3	0	0.0	0	0	0	0.0	1	-1	73.2

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
01 Senior Managers	2017	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2017	11	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	
	2020	11	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2017	21	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	21	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

**Part 5: Results - Aboriginal Peoples**

**Quantum Management Services**

**42958**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	E - H	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	V - X	$U = ((DYear1 + DYear2) \div 2) \times 100$		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples				Turnover Rate
		#	Representation	Availability		Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	%
#	#	%	%	#	#	%	#	%	#	#	%	#	#	#	%	#	%	#	#	%	#	#	%	
04 Semi-Professionals & Technicians	2014	3	0	0.0	1.0	0	0	0.0																
	2017	3	0	0.0	1.4	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	2	0	0.0	0	0
05 Supervisors	2014	11	10	90.9	0.8	0	10	11,363.6																
	2017	2	1	50.0	0.8	0	1	6,250.0	0	0	0.0	0	0	0	0	0	0.0	0	0	4	0	0.0	4	-4
06 Supervisors: Crafts & Trades	2014	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	%	%	%	%	%	%	%	%			
04 Semi-Professionals & Technicians	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
**Quantum Management Services**  
**42958**

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

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %
		Workforce						Hires						Promotions						Terminations						
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #					
07 Administrative & Senior Clerical	2014	105	0.0	0.6	1	-1	0.0	55	1	1.8	1	0	2	0	0.0	0	0	93	0	0.0	0	0	0	0	0	115.5
08 Skilled Sales & Service Personnel	2014	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0
09 Skilled Crafts & Trades Workers	2014	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
07 Administrative & Senior Clerical	2017	57	1.8	1	100.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
**Quantum Management Services**  
**42958**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %			
		Workforce						Hires						Promotions						Terminations									
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #								
10 Clerical Personnel	2014	28	0.0	0.8	0	0.0	5	0	0.0	0	0	0.0	0	0	0.0	0	2	0	0.0	0	0	0	0.0	0	0	0	0.0	0	70.3
	2017	9	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	
11 Intermediate Sales & Service Personnel	2014	12	0.0	0.8	0	0.0	17	0	0.0	0	0	0.0	0	0	0.0	0	5	0	0.0	0	2	0	0.0	0	0	0	0.0	0	7.5
	2017	41	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	
12 Semi-Skilled Manual Workers	2014	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0.0
	2017	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
10 Clerical Personnel	2017	7	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	7	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
11 Intermediate Sales & Service Personnel	2017	22	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	22	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
12 Semi-Skilled Manual Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

**Part 5: Results - Aboriginal Peoples**

**Quantum Management Services**

**42958**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	E - H	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	V - X	$U = ((DYear1 + DYear2) \div 2) \times 100$		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations					Turnover Rate	
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
		#	Representation	Availability		Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference		
#	#	%	%	#	#	%	#	%	#	#	%	#	#	#	%	#	%	#	#	%	#	#	%		
13 Other Sales & Service Personnel	2014	1	0	0.0	0.7	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2014	219	1	0.5	1.0	2	-1	45.7																	
	2017	174	2	1.1	1.5	3	-1	76.6	105	1	1.0	2	-1	16	0	0.0	0	0	0	148	0	0.0	1	-1	75.3

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	#	%	#			
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
Total	2017	121	1	0.8	1	100.0	0.0	0.0	1	100.0	0.0	0.0		
	2020	121	1	0.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		







**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

**Quantum Management Services**

**42958**

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

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcarl + DYcar2) + 2) x 100		

Occupational Group (EEOG)	Year	Workforce Analysis								Hires				Promotions				Terminations				Turnover Rate %
		All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #				
07 Administrative & Senior Clerical	2014	105	1.0	2.6	3	-2	36.6			2	1	50.0	0	1	93	1	1.1	1	0	115.5		
	2017	56	2	3.6	3.4	2	0	105.0	55	2	3.6	2	0	0	1	1	0.0	0	0	0.0		
08 Skilled Sales & Service Personnel	2014	0	0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0	0.0	0	0	0.0		
	2017	0	0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0	0.0	0	0	0.0		
09 Skilled Crafts & Trades Workers	2014	0	0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0	0.0	0	0	0.0		
	2017	0	0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0	0.0	0	0	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Persons with Disabilities Actual	%	Goal #	Percent of Goal Met	%	Goal #	Percent of Goal Met	%	
07 Administrative & Senior Clerical	2017	57	3	5.3	2	150.0	0.0	0	0.0	0.0	
	2020	57	3	5.3	0	0.0	0.0	0	0.0	0.0	
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0	0.0	0.0	

**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

**Quantum Management Services**

**42958**

**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

**Quantum Management Services**

**42958**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U ÷ ((DYear1 + DYear2) ÷ 2) x 100		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations						Turnover Rate	
		All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities										
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	%			
10 Clerical Personnel	2014	28	1	3.6	4.4	1	0	81.2																	
	2017	9	0	0.0	7.0	1	-1	0.0	5	0	0.0	0	0	2	0	0.0	0	0	13	1	7.7	0	1	70.3	
11 Intermediate Sales & Service Personnel	2014	12	1	8.3	5.3	1	0	157.2																	
	2017	41	0	0.0	5.6	2	-2	0.0	17	0	0.0	1	-1	5	0	0.0	0	0	2	0	0.0	0	0	7.5	
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Hires and Promotions		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
10 Clerical Personnel	2017	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	7	0	0.0	1	0.0	25.0	0.0	0	0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2017	22	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	22	0	0.0	3	0.0	25.0	0.0	0	0.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

**Quantum Management Services**

**42958**

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

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Hires					Promotions					Terminations					Turnover Rate %
		All Employees		Persons with Disabilities		Persons with Disabilities		All Employees		Persons with Disabilities		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13	Other Sales & Service Personnel	2014	1	100.0	6.5	0	1	1,538.5	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	
		2017	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0		
14	Other Manual Workers	2014	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0		
		2017	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0		
Total		2014	219	6	2.7	3.6	8	-2	76.1	0	2	1.9	5	-3	16	1	6.3	0	1	148	3	2.0	4	-1	75.3		
		2017	174	4	2.3	4.5	8	-4	51.1	105	2	1.9	5	-3	16	1	6.3	0	1	148	3	2.0	4	-1	75.3		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities			
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13	Other Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0.0
		2020	0	0.0	0	0.0	0	0.0	0	0.0	0.0
14	Other Manual Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0.0
		2020	0	0.0	0	0.0	0	0.0	0	0.0	0.0
Total		2017	121	2.5	2	150.0	2	150.0	2	150.0	0.0
		2020	121	2.5	3	0.0	0	0.0	0	0.0	0.0

**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

**Quantum Management Services**

**42958**

Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

Quantum Management Services

42958

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

Occupational Group (EEOG)	Year	Workforce Analysis										Hires						Flow Data Analysis						Terminations				Turnover Rate %			
		All Employees		Visible Minorities Representation		Visible Minorities Availability		All Employees		Visible Minorities Actual		Visible Minorities Expected		All Employees		Visible Minorities Actual		Visible Minorities Expected		All Employees		Visible Minorities Actual		Visible Minorities Expected							
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2014	5		1	20.0	8.7		0		1	229.9					1		1	100.0	0		1		3		1		33.3	1	0	60.0
	2017	5		1	20.0	10.1		1		0	198.0			0		0		0		0		1		3		1		33.3	1	0	60.0
02 Middle & Other Managers	2014	38		1	2.6	14.0		5		-4	18.8																			45.1	
	2017	33		4	12.1	15.0		5		-1	80.8			1		2		66.7		0		2		16		2		12.5	0	2	45.1
03 Professionals	2014	16		4	25.0	19.5		3		1	128.2					3		66.7		1		15		4		26.7	4	0	73.2		
	2017	25		10	40.0	20.8		5		5	192.3			18		6		66.7		1		15		4		26.7	4	0	73.2		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities Actual		Visible Minorities Goal		Visible Minorities Percent of Goal Met		Visible Minorities Actual		Visible Minorities Goal		
	#	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2017	2		1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	2		1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2017	11		5	45.5	1	500.0	0	0.0	3	166.7	0	0.0	
	2020	11		5	45.5	1	500.0	0	0.0	3	166.7	0	0.0	
03 Professionals	2017	21		8	38.1	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	21		8	38.1	0	0.0	0	0.0	0	0.0	0	0.0	



**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**Quantum Management Services**  
**42958**

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

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %
		Workforce						Hires						Promotions						Terminations						
		All Employees #	Representation %	Availability %	Gap #	EE Result %	All Employees #	Actual #	Visible Minorities %	Expected #	Difference #	All Employees #	Actual #	Visible Minorities %	Expected #	Difference #	All Employees #	Actual #	Visible Minorities %	Expected #	Difference #					
04 Semi-Professionals & Technicians	2014	3	0.0	20.1	1	-1	0.0	1	0	138.3	1	1	100.0	0	0	0.0	0	0	0	0	2	1	50.0	0	1	66.7
	2017	3	33.3	24.1	1	0	138.3	1	0	138.3	1	1	100.0	0	0	0.0	0	0	0	0	2	1	50.0	0	1	66.7
05 Supervisors	2014	11	3	27.3	12.5	1	2	218.2	0	0	0	0	0.0	0	0	0.0	0	0	0	4	2	50.0	1	1	61.5	
	2017	2	0	16.7	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	4	2	50.0	1	1	61.5	
06 Supervisors, Crafts & Trades	2014	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	
	2017	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
04 Semi-Professionals & Technicians	2017	1	100.0	0	0.0	0	0.0	1	100.0	0	0.0			
	2020	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0			
05 Supervisors	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
06 Supervisors, Crafts & Trades	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			

**Federal Contractors Program Achievement Table**

**Part 7: Results - Members of Visible Minorities**

**Quantum Management Services**

**42958**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U = ((DYear1 + DYear2) ÷ 2) x 100		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					Turnover Rate
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities				
			Representation	Availability		Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2014	105	14	13.3	14.4	15	-1	92.6																
	2017	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
08 Skilled Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
09 Skilled Crafts & Trades Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments	
		Hires and Promotions		Short-term Goals				Long-term Goals							
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities						
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	#	%	#				
07 Administrative & Senior Clerical	2017	57	12	21.1	3	400.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	57	12	21.1	3	400.0	25.0	84.2	0	0.0	0.0	0.0			
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			

**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**Quantum Management Services**  
**42958**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %
		All Employees				Visible Minorities				All Employees				Visible Minorities				All Employees				Visible Minorities				
		#	%	Representation %	Availability %	#	%	Gap #	EE Result %	#	%	Actual #	Expected #	#	%	Actual #	Expected #	#	%	Actual #	Expected #	#	%	Actual #	Expected #	
10 Clerical Personnel	2014	28	3	10.7	15.2	4	-1	70.5	5	1	20.0	1	0	0.0	0	0	0.0	0	0	13	3	23.1	1	2	70.3	
	2017	9	2	22.2	17.1	2	0	130.0	5	1	20.0	1	0	0.0	0	0	0.0	0	0	13	3	23.1	1	2	70.3	
11 Intermediate Sales & Service Personnel	2014	12	4	33.3	25.5	3	1	130.7	17	2	11.8	5	-3	5	0	0.0	2	-2	2	0	0	0.0	1	-1	7.5	
	2017	41	3	7.3	27.8	11	-8	26.3	17	2	11.8	5	-3	5	0	0.0	2	-2	2	0	0	0.0	1	-1	7.5	
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		
		#	%	Actual #	Goal %	Percent of Goal Met	Goal %	Percent of Goal Met	Goal %	Percent of Goal Met	Goal %	Percent of Goal Met	Goal %	
10 Clerical Personnel	2017	7	14.3	1	100.0	0.0	0.0	0	0.0	0.0	0.0	0.0	Number of hires will be spread out 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 as we were advised that we only need to close the current gap (-8).	
	2020	7	14.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	22	9.1	2	0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2020	22	9.1	2	33.3	50.0	18.2	2	100.0	0.0	0.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2017	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2020	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0.0	0.0		

**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**Quantum Management Services**  
**42958**

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

Occupational Group (EEOG)	Year	Workforce Analysis													Flow Data Analysis							Turnover Rate %							
		Workforce						Hires							Promotions								Terminations						
		All Employees #	Representation #	Availability %	Gap #	EE Result %	All Employees #	Actual #	Visible Minorities %	Expected #	Difference #	All Employees #	Actual #	Visible Minorities %	Expected #	Difference #	All Employees #	Actual #	Visible Minorities %	Expected #	Difference #		All Employees #	Actual #	Visible Minorities %	Expected #	Difference #		
13 Other Sales & Service Personnel	2014	1	100.0	48.7	0	1	205.3				0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0.0	0
	2017	0	0.0	0.0	0	0	0.0				0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	0	
14 Other Manual Workers	2014	0	0.0	0.0	0	0	0.0				0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	0	
	2017	0	0.0	0.0	0	0	0.0				0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	0	
Total	2014	219	31	14.2	15.4	34	91.9				4	16	5	31.3	2	3	148	31	20.9	21	10	75.3							
	2017	174	30	17.2	20.1	35	85.8				0	25	23.8	21	4	5	148	31	20.9	21	10	75.3							

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments		
		All Employees		Visible Minorities Actual		Visible Minorities Goal		Visible Minorities Percent of Goal Met		All Employees		Visible Minorities Goal			Visible Minorities Percent of Goal Met	
		#	%	#	%	#	%	#	%	#	%	#	%		#	%
13 Other Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2017	121	24.8	30	24.8	5	600.0	4	750.0	0	0.0	0	0.0	0	0.0	
	2020	121	24.8	30	24.8	0	600.0	0	750.0	0	0.0	0	0.0	0	0.0	

	Senior Managers	Middle & Other Managers	Professionals	Semi-Professionals & Technicians	Supervisors	Supervisors: Crafts & Trades	Administrative & Senior Clerical Personnel	Skilled Sales & Service Personnel
<b>CURRENT ASSESS</b>								
<b>ALL EMPLOYEES</b>	5	33	25	3	2	0	56	0
<b>REPRESENTATION</b>								
Women	4	29	19	0	1	0	51	0
Aboriginal Peoples	0	0	1	0	0	0	1	0
Visible Minorities	1	4	10	1	0	0	9	0
Persons With Disabilities		2	0	0	0	0	2	0
<b>AVAILABILITY</b>								
Women Rate	0.27	0.39	0.59	0.21	0.51	0.00	0.80	0.00
Aboriginal Peoples	2.90	2.20	2.00	1.40	0.80	0.00	1.10	0.00
Visible Minorities	10.10	15.00	20.80	24.10	16.70	0.00	18.30	0.00
Persons With Disabilities		4.30	3.80	4.60	13.90	0.00	3.40	0.00
<b>GAPS</b>								
Women	3	16	4	-1	0	0	6	0
Aboriginal Peoples	0	-1	1	0	1	0	0	0
Visible Minorities	0	-1	5	0	0	0	-1	0
Persons With Disabilities		0	-1	0	0	0	0	0
<b>HIRES</b>								
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
Persons With Disabilities		0	0	0	0	0	2	0
<b>PROMOTIONS</b>								
All Employees	1	3	3	0	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	0	0
Persons With Disabilities		0	0	0	0	0	1	0
<b>TERMINATIONS</b>								
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
Persons With Disabilities		1	0	0	0	0	1	0
<b>SHORT-TERM GOALS NUMERICAL</b>								
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
Persons With Disabilities		0	0	0	0	0	0	0
<b>SHORT-TERM GOALS PERCENTAGE</b>								
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	0.0
Visible Minorities	0.0	15.0	0.0	0.0	0.0	0.0	18.3	0.0
Persons With Disabilities		0.0	3.8	0.0	0.0	0.0	0.0	0.0

LONG-TERM GOALS NUMERICAL								
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
Persons With Disabilities		0	0	0	0	0	0	0
LONG-TERM GOALS PERCENTAGE								
Women	0.0	0.0	0.0	21.1	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
Persons With Disabilities		0.0	0.0	0.0	0.0	0.0	0.0	0.0
Short-Term Goals Vs Availability								
Women	LESS	LESS	LESS	LESS	LESS		LESS	
Aboriginal Peoples	LESS	OK	LESS	LESS	LESS		LESS	
Visible Minorities	LESS	OK	LESS	LESS	LESS		OK	
Persons With Disabilities	OK	LESS	OK	LESS	LESS		LESS	
Long-Term Goals Vs Availability								
Women	LESS	LESS	LESS	OK	LESS		LESS	
Aboriginal Peoples	LESS	LESS	LESS	LESS	LESS		LESS	
Visible Minorities	LESS	LESS	LESS	LESS	LESS		LESS	
Persons With Disabilities	OK	LESS	LESS	LESS	LESS		LESS	
Goals above Availability								
	Number	Percent						
Short-term Goals	8	14.29%						
Long-term Goals	3	5.36%						
Gaps greater than -5								
	Senior Managers	Middle & Other Managers	Professionals	Semi-Professionals & Technicians	Supervisors	Supervisors: Crafts & Trades	Administrative & Senior Clerical Personnel	Skilled Sales & Service Personnel
Women	3	16	4	-1	0	0	6	0
Aboriginal Peoples	0	-1	1	0	1	0	0	0
Visible Minorities	0	-1	5	0	0	0	-1	0
Persons With Disabilities		0	-1	0	0	0	0	0
If Gap is greater than -5 is Goal equal to Availability								
	Senior Managers	Middle & Other Managers	Professionals	Semi-Professionals & Technicians	Supervisors	Supervisors: Crafts & Trades	Administrative & Senior Clerical Personnel	Skilled Sales & Service Personnel
Women	OK	OK	OK	OK	OK	OK	OK	OK
Aboriginal Peoples	OK	OK	OK	OK	OK	OK	OK	OK
Visible Minorities	OK	OK	OK	OK	OK	OK	OK	OK
Persons With Disabilities	OK	OK	OK	OK	OK	OK	OK	OK
Goals acceptable								
	Number	Percent						
Combined	56	100.00%						

Skilled Crafts & Trades Workers	Clerical Personnel	Intermediate Sales & Service Personnel	Semi-Skilled Manual Workers	Other Sales & Service Personnel	Other Manual Workers	Total
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
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	
0.0	7.0	5.6	0.0	0.0	0.0	

0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0.0	0.0	0.0	0.0	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	0.0	0.0
	LESS	LESS				
	LESS	LESS				
	LESS	OK				
	OK	OK				
	LESS	LESS				
	LESS	LESS				
	LESS	OK				
	LESS	LESS				
Skilled Crafts & Trades Workers	Clerical Personnel	Intermediate Sales & Service Personnel	Semi- Skilled Manual Workers	Other Sales & Service Personnel	Other Manual Workers	
0	2	7	0	0	0	
0	0	0	0	0	0	
0	0	-8	0	0	0	
0	-1	-2	0	0	0	
Skilled Crafts & Trades Workers	Clerical Personnel	Intermediate Sales & Service Personnel	Semi- Skilled Manual Workers	Other Sales & Service Personnel	Other Manual Workers	
OK	OK	OK	OK	OK	OK	
OK	OK	OK	OK	OK	OK	
OK	OK	OK	OK	OK	OK	
OK	OK	OK	OK	OK	OK	



	Senior Managers	Middle & Other Managers	Professionals	Semi- Professionals & Technicians
<b>Previous Assessment Data</b>				
<b>ALL EMPLOYEES</b>	5	38	16	3
<b>REPRESENTATION</b>				
Women	3	29	11	0
Aboriginal Peoples	0	0	1	0
Visible Minorities	1	1	4	0
Persons With Disabilities		2	0	0
<b>AVAILABILITY</b>				
Women Rate	0.24	0.39	0.54	0.21
Aboriginal Peoples	2.40	1.90	1.60	1.00
Visible Minorities	8.70	14.00	19.50	20.10
Persons With Disabilities		3.20	4.50	4.80
<b>GAPS</b>				
Women	2	14	2	-1
Aboriginal Peoples	0	-1	1	0
Visible Minorities	1	-4	1	-1
Persons With Disabilities		1	-1	0
<b>SHORT-TERM GOALS NUMERICAL</b>				
Women	0	0	0	1
Aboriginal Peoples	0	0	0	0
Visible Minorities	0	1	0	0
Persons With Disabilities		0	0	0
<b>SHORT-TERM GOALS PERCENTAGE</b>				
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
Persons With Disabilities		0.0	0.0	0.0
<b>LONG-TERM GOALS NUMERICAL</b>				
Women	0	0	0	0
Aboriginal Peoples	0	1	0	0
Visible Minorities	0	3	0	0
Persons With Disabilities		0	1	0
<b>LONG-TERM GOALS PERCENTAGE</b>				
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
Persons With Disabilities		0.0	0.0	0.0

Supervisors	Supervisors: Crafts & Trades	Administrative & Senior Clerical Personnel	Skilled Sales & Service Personnel	Skilled Crafts & Trades Workers	Clerical Personnel	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	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	1	0	219
0	1	0	177
0	0	0	1
0	1	0	31
0	1	0	6
0.00	0.53	0.00	0.65
0.00	0.70	0.00	1.00
0.00	48.70	0.00	15.40
0.00	6.50	0.00	3.60
0	0	0	34
0	0	0	-1
0	1	0	-3
0	1	0	-2
0	0	0	1
0	0	1	2
0	0	0	5
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	1
0	0	0	3
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	

Data on File

	senior_managers	middle_other_managers	professionals	semi_professionals_technicians
<b>ALL EMPLOYEES</b>	20	281	2015	211

**REPRESENTATION**

Women

	Senior Managers	Middle Other Managers	Professionals	Semi-Professionals Technicians
Women	4	133	823	76

Aboriginal Peoples

	Senior Managers	Middle Other Managers	Professionals	Semi-Professionals Technicians
Aboriginal Peoples	0	1	8	5

Visible Minorities

	Senior Managers	Middle Other Managers	Professionals	Semi-Professionals Technicians
Visible Minorities	1	14	249	19

Persons With Disabilities

	managers	middle_and_other	professionals	semi_professionals
Persons With Disabilities		3	19	3

**AVAILABILITY**

Women

	Senior Managers	Middle Other Managers	Professionals	Semi-Professionals Technicians
Women	27.40%	38.90%	46.40%	38.40%

Aboriginal Peoples

	Senior Managers	Middle Other Managers	Professionals	Semi-Professionals Technicians
Aboriginal Peoples	2.9	2.2	1.6	2

Visible Minorities

	Senior Managers	Middle Other Managers	Professionals	Semi-Professionals Technicians
Visible Minorities	10.1	15	20.8	23.8

Persons With Disabilities

	managers	middle_and_other	professionals	semi_professionals
Persons With Disabilities		4.3	3.8	4.6

**GAPS**

Women

	Senior Managers	Middle Other Managers	Professionals	Semi-Professionals Technicians
Women	-1	24	-112	-5

Aboriginal Peoples

	Senior Managers	Middle Other Managers	Professionals	Semi-Professionals Technicians
Aboriginal Peoples	-1	-5	-24	1

Visible Minorities

	Senior Managers	Middle Other Managers	Professionals	Semi-Professionals Technicians
Visible Minorities	-1	-28	-170	-31

Persons With Disabilities

	managers	middle_and_other	professionals	semi_professionals
Persons With Disabilities		-9	-58	-7

**SHORT-TERM GOALS**

Women

	Senior Managers	Middle Other Managers	Professionals	Semi-Professionals Technicians
Women	20.000	0.000	41.000	36.000

Aboriginal Peoples

	Senior Managers	Middle Other Managers	Professionals	Semi-Professionals Technicians
Aboriginal Peoples	0	0.4	0.4	0

Visible Minorities

	Senior Managers	Middle Other Managers	Professionals	Semi-Professionals Technicians
Visible Minorities	5	5.3	12.7	9

Persons With Disabilities

	managers	middle_and_other	professionals	semi_professionals
Persons With Disabilities		1.1	1	1.4

LONG-TERM GOALS

Women

Senior Managers	Middle Other Managers	Professionals	Technicians
0.0	0.0	0.0	0.0

Aboriginal Peoples

Senior Managers	Middle Other Managers	Professionals	Technicians
0.0	0.0	0.0	0.0

Visible Minorities

Senior Managers	Middle Other Managers	Professionals	Technicians
2.5	2.7	6.4	6.4

Persons With Disabilities

Senior Managers	Middle Other Managers	Professionals	Technicians
	0.6	0.5	0.7

Women Short Term goals

Senior Managers	Middle Other Managers	Professionals	Technicians
0.1	0	0.2	0.18
10	0	20	18

supervisors	crafts_trades	administrative_senior_clerical_personnel	skilled_services_personnel	skilled_craft_trades_workers	clerical_personnel	intermediate_sales_service_personnel	semi_skilled_manual_workers	other_services_personnel	other_manual_workers
100	17	290	19	88	297	19	30	188	17

Supervisors	Crafts Trades	Senior Clerical	Services	Craft Trades	Clerical Personnel	Sales Service	Skilled Manual	Services	Manual Workers
69	1	268	5	1	254	6	6	105	2
0	0	2	0	0	2	0	0	3	0
9	1	18	1	5	17	2	1	13	0
0	0	5	0	0	5	0	0	3	0

Supervisors	Crafts Trades	Senior Clerical	Services	Craft Trades	Clerical Personnel	Sales Service	Skilled Manual	Services	Manual Workers
54.20%	11.50%	83.00%	41.90%	4.10%	67.90%	69.40%	23.00%	58.00%	30.20%
1	2.2	1.6	2.9	2.3	0.9	1.5	1.2	2.3	1.8
12	13.4	9.5	32.1	14.5	11.5	13.8	18.5	16.9	17.4
13.9	7.8	3.4	3.5	3.8	7	5.6	4.8	6.3	5.3

Supervisors	Crafts Trades	Senior Clerical	Services	Craft Trades	Clerical Personnel	Sales Service	Skilled Manual	Services	Manual Workers
150	-1	27	-3	-3	52	-7	-1	-4	-3
-1	0	-3	-1	-2	-1	0	0	-1	0
-3	-1	-10	-5	-8	-17	-1	-5	-19	-3
-14	-1	-5	-1	-3	-16	-1	-1	-9	-1

Supervisors	Crafts Trades	Senior Clerical	Services	Craft Trades	Clerical Personnel	Sales Service	Skilled Manual	Services	Manual Workers
0.000	5.900	0.000	26.300	1.100	0.000	36.800	20.000	55.900	11.800
0	0	0.7	0	0	3.4	0	0	1.6	0
9	5.9	6.2	5.3	5.7	5.7	10.5	3.3	7.4	0
0	0	1.7	0	0	2.9	0	0	1.6	0

Supervisor	rafts Trade	Senior Cle	es Service	raft Trades	ical Perso	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
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4.5	3.0	3.1	2.7	2.3	2.3	5.3	1.7	3.7	0.0
0.0	0.9	0.0	0.0	0.0	1.0	0.0	0.0	0.8	0.0

Supervisor	rafts Trade	Senior Cle	es Service	raft Trades	ical Perso	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**

senior_managers	middle_oth_er_managers	professionals
ERROR	ERROR	ERROR

Total
1753
Total
21
Total
350
Total
38

**REPRESENTATION**

Women

ERROR	ERROR	ERROR
-------	-------	-------

Aboriginal Peoples

ERROR	ERROR	ERROR
-------	-------	-------

Visible Minorities

ERROR	ERROR	ERROR
-------	-------	-------

Persons With Disabilities

ERROR	ERROR	ERROR
-------	-------	-------

Total	sector_id
49.40%	
Total	
1.7	
Total	
18.1	
Total	
4.6	

**AVAILABILITY**

Women

ERROR	ERROR	ERROR
-------	-------	-------

Aboriginal Peoples

ERROR	ERROR	ERROR
-------	-------	-------

Visible Minorities

ERROR	ERROR	ERROR
-------	-------	-------

Persons With Disabilities

ERROR	ERROR	ERROR
-------	-------	-------

Total
-22
Total
-40
Total
-302
Total
-127

**GAPS**

Women

ERROR	ERROR	ERROR
-------	-------	-------

Aboriginal Peoples

ERROR	ERROR	ERROR
-------	-------	-------

Visible Minorities

ERROR	ERROR	ERROR
-------	-------	-------

Persons With Disabilities

ERROR	ERROR	ERROR
-------	-------	-------

Total
Total
Total
Total

**SHORT-TERM GOALS**

Women

ERROR	ERROR	ERROR
-------	-------	-------

Aboriginal Peoples

ERROR	ERROR	ERROR
-------	-------	-------

Visible Minorities

ERROR	ERROR	ERROR
-------	-------	-------

Persons With Disabilities

ERROR	ERROR	ERROR
-------	-------	-------



Total

Total

Total

Total

LONG-TERM GOALS

Women



Aboriginal Peoples



Visible Minorities



Persons With Disabilities



Total

0

semi_professionals_technicians	supervisors	crafts_trades	administrativeSeniorClericalPersonnel	skilled_sales_service_personnel	skilled_craft_trades_workers	clerical_personnel	intermediate_sales_service_personnel
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semi_skilled _manual_w orkers	other_sales _service_pe rsonnel	other_man ual_workers	total
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**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's name:** Sylvie Fortin

**Subsequent Assessment current situation:**

Initiated on April 26, 2017  
Submission received on October 10, 2017  
Workforce Analyst 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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 under-represented; 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 Workplace Equity Information Management System (WEIMS) which can assist you in generating your workforce data and analysis.

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

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](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



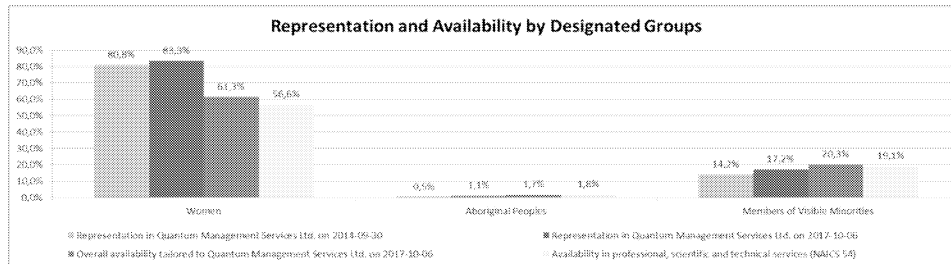
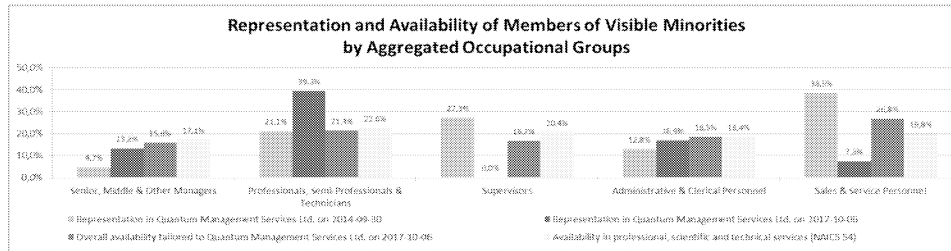
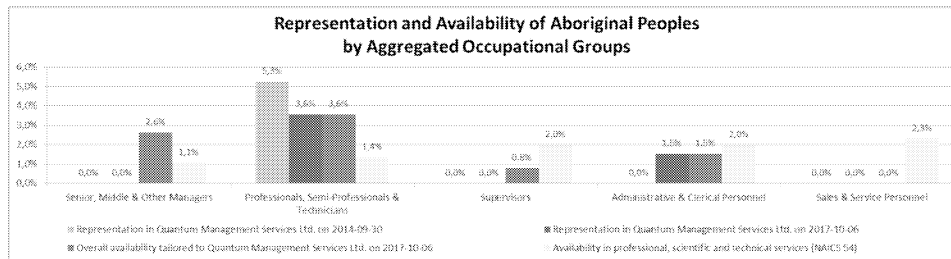
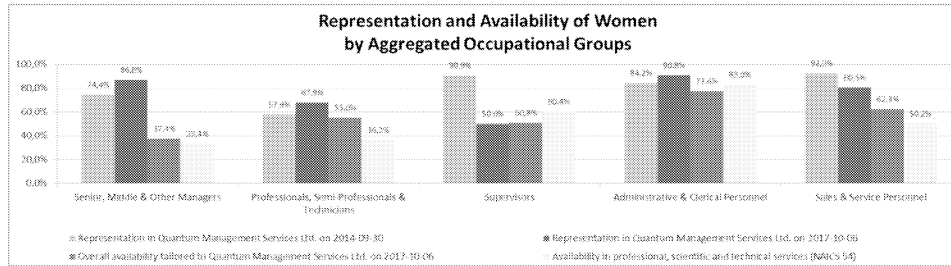
Joignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre! Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers.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

**Note:** 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