



OFFICIAL USE ONLY
 Agreement N°: 061354

Agreement to Implement Employment Equity

BEST AVAILABLE COPY

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization CDW Canada Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization):	Procurement Business Number [REDACTED] 10001 Total number of employees in Canada (Full-Time/Part-Time/Temporary) 407
Organization's North American Industry Classification System (NAICS) Code N° 454113	To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scan/2602/naics-scan02i-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No 417310

HEAD OFFICE			
Address (building number, street, suite, etc.) 23 Carlson Court, Suite 300	City Etobicoke	Province ON	Postal Code M2W 7K6
	Telephone Number 647-286-5700	Fax Number 647-286-5900	

EMPLOYMENT EQUITY CONTACT	
Name (print) Lyne Ivanovich	Title Senior Manager, Coworker Services
Telephone Number 647-286-6016	E-mail Address Lyne.Ivanovich@cdw.ca

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Mary Ann Yule	Title Vice President and General Manager
Telephone Number [REDACTED]	E-mail Address maryann.yule@cdw.ca
	Date Aug. 9, 2013

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



APPLICATION FOR EXTENSION – COMPLIANCE ASSESSMENT

Federal Contractors Program

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

PROCEDURE FOR THE EXTENSION

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

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

I, the undersigned, on behalf of **CDW Canada Corp: 061354**

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

Agree to the following statements:

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

I am making the claim that CDW Canada is unable to submit the documentation for the Compliance Assessment within the deadline as required by the Federal Contractors Program. I am therefore requesting an extension until November 10, 2017 because of:

The individual knowledgeable to complete this project was away from the office for 5 business days during this period and will be away on October 16, 2017 for a medical procedure. As we begun work on this project, we were unable to comprehensively compile the data locally because of the requirement to include all terminated coworkers for past three years as well as promotions. We have contacted our corporate HRIS team and they are working to create a special query to extract this data. This will enable us to input the remaining data and produce the necessary reports.

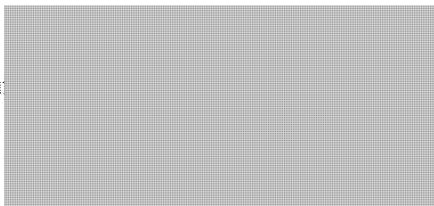
We will continue to work on this file and submit as soon as complete.

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

Date: October 12, 2017

Name: J. D. Hupp

Signature





Employment and Social
Development Canada

Emploi et Développement
social Canada

Title: Vice President and General Manager Telephone Number: 647-288-5768

Email address: jamehup@cdw.ca

Address: 1700-185 The West Mall, Etobicoke, Ontario, M9C 5L5

From: Yakibonge, Maurice [NC] <maurice.yakibonge@labour-travail.gc.ca> **On Behalf Of** EE-EME
Sent: October 16, 2017 8:54 AM
To: 'Lynne Ivanovich' <Lynne.Ivanovich@cdw.ca>; EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>
Cc: Normandin, Ward W [NC] <ward.normandin@labour-travail.gc.ca>
Subject: Request for Extension to Submit Federal Contractors Program Compliance Assessment Information

Good morning,

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

As requested, we hereby grant you an extension until **November 10, 2017**.

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

Maurice Yakibonge

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

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

From: Lynne Ivanovich [<mailto:Lynne.Ivanovich@cdw.ca>]
Sent: October-13-17 10:30 AM
To: Goodwin, Jennifer C [NC]; EE-EME
Subject: Request for extension to file Second Compliance Assessment

Jennifer,

I have completed the request for extension as we discussed earlier this week.

As you know, I have been digging into this and am making progress with the data. I would very much appreciate the extension to give me additional time. I am out of office on Monday due to a medical apt.

I appreciate your quick responses as I have begun working through this data. Thanks very much and I wish you the best in whatever you are doing next.

Lynne Ivanovich

Senior Manager , Coworker Services Business Partner | CDW Canada
1700- 185 The West Mall | Etobicoke ,Ontario M9C 5L5
Phone: 647.288.6014 | Email: lynne.ivanovich@cdw.ca





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

Reporting Period 2014-10-01 to 2017-09-30

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	438	0	0	438	Calgary	2	0	0	2
Québec	3	0	0	3	Edmonton	1	0	0	1
New Brunswick	1	0	0	1	Montréal	3	0	0	3
British Columbia	3	0	0	3	Toronto	436	0	0	436
Alberta	3	0	0	3	Vancouver	3	0	0	3
Total Employees in Canada				448	Ottawa - Gatineau	2	0	0	2
					N.B. less CMA	1	0	0	1
					Total Employees in Canada				448



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

Reporting Period 2014-10-01 to 2017-09-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	38	23	15							16	11	5
	Total	38	23	15							16	11	5
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	62	33	29							25	11	14
	Total	62	33	29							25	11	14
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	2	2							2	1	1
	Total	4	2	2							2	1	1



CDW Canada Corp. (certificate # 061354)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / National
 Reporting Period 2014-10-01 to 2017-09-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	Total	1	1	1	1											
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	Total	43	17	26	26			1	1	1	1	25	8	17	17	
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	Total	277	221	56	6	6	6	6	6	6	6	123	97	26	26	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	Total	17	3	14	1	1	1	1	1	1	1	7	1	6	6	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2014-10-01 to 2017-09-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	2	3				1		1	3		3
	Total	5	2	3				1		1	3		3
Total Number of Employees		448	301	147	7	6	1	8	7	1	201	129	72



CDW Canada Corp. (certificate # 061354)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2014-10-01 to 2017-09-30

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	448	301	147	7	6	1	8	7	1	201	129	72
Total Number of Employees	448	301	147	7	6	1	8	7	1	201	129	72



CDW Canada Corp. (certificate # 061354)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2014-10-01 to 2017-09-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	5		5							1		1
Professionals	45	23	22							18	7	11
Semi-Professionals and Technicians	4	2	2							2	1	1
Administrative and Senior Clerical Personnel	17	4	13							7	1	6
Skilled Sales and Service Personnel	250	185	65				4	3	1	118	81	37
Clerical Personnel	5	1	4							2		2
Intermediate Sales and Service Personnel	1		1							1		1
Total Number of Employees Hired	327	215	112				4	3	1	149	90	59



CDW Canada Corp. (certificate # 061354)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2014-10-01 to 2017-09-30

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	15	8	7							5	3	2
Professionals	26	11	15							11	4	7
Supervisors	1		1									
Administrative and Senior Clerical Personnel	9	5	4							7	4	3
Skilled Sales and Service Personnel	10	9	1	1	1					3	3	
Clerical Personnel	1		1							1		1
Total Number of Employees Promoted	62	33	29	1	1					27	14	13
Total Number of Promotions	69	36	33	1	1					30	16	14



CDW Canada Corp. (certificate # 061354)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2014-10-01 to 2017-09-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1		1									
Middle and Other Managers	6	4	2							3	3	
Professionals	34	20	14							14	7	7
Semi-Professionals and Technicians	2	2								1	1	
Supervisors	1	1								1	1	
Administrative and Senior Clerical Personnel	6	1	5							2		2
Skilled Sales and Service Personnel	216	160	56				2	1	1	94	66	28
Clerical Personnel	7	4	3				1	1		1	1	
Total Number of Employees Terminated	273	192	81				3	2	1	116	79	37



Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Detailed Report

Date: 2017-11-09

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers		1	1	100.0 %	27.2 %	0	1	
Employment Equity Occupational Group	Toronto	1	1	100.0 %	27.2 %	0	1	Toronto
02 : Middle and Other Managers		38	15	39.5 %	40.5 %	15	0	
Employment Equity Occupational Group	Toronto	38	15	39.5 %	40.5 %	15	0	Toronto
03 : Professionals		61	29	47.5 %	54.3 %	33	-4	
1111 : Financial auditors and accountants	Toronto	4	3	75.0 %	51.1 %	2	1	Toronto
1112 : Financial and investment analysts	Toronto	8	6	75.0 %	47.2 %	4	2	Toronto
1122 : Professional occupations in business management consulting	Toronto	1	0	0.0 %	43.6 %	0	0	Toronto
1123 : Professional occupations in advertising, marketing and public relations	Toronto	35	19	54.3 %	65.9 %	23	-4	Toronto
2147 : Computer engineers (except software engineers and designers)	Calgary	1	0	0.0 %	17.1 %	0	0	Calgary
2147 : Computer engineers (except software engineers and designers)	Toronto	6	0	0.0 %	11.6 %	1	-1	Toronto
2171 : Information systems analysts and consultants	Toronto	1	0	0.0 %	28.6 %	0	0	Toronto
4021 : College and other vocational instructors	Toronto	3	0	0.0 %	58.0 %	2	-2	Toronto
4112 : Lawyers and Quebec notaries	Toronto	1	1	100.0 %	41.6 %	0	1	Toronto
5121 : Authors and writers	Toronto	1	0	0.0 %	53.3 %	1	-1	Toronto
04 : Semi-Professionals and Technicians		4	2	50.0 %	36.8 %	1	1	
2282 : User support technicians	Toronto	1	0	0.0 %	21.7 %	0	0	Toronto
5241 : Graphic designers and illustrators	Toronto	3	2	66.7 %	41.8 %	1	1	Toronto
05 : Supervisors		1	1	100.0 %	53.0 %	1	0	
Employment Equity Occupational Group	Toronto	1	1	100.0 %	53.0 %	1	0	Toronto
07 : Administrative and Senior Clerical Personnel		42	25	59.5 %	80.1 %	34	-9	
Employment Equity Occupational Group	Toronto	41	25	61.0 %	80.1 %	33	-8	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	79.0 %	1	-1	Vancouver
08 : Skilled Sales and Service Personnel		271	53	19.6 %	29.8 %	81	-28	

Workforce Analysis - Detailed Report

Date: 2017-11-09

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Women		Availability #	Gap #	Recruitment Area
			Representation #	%			
6221 : Technical sales specialists - wholesale trade	Calgary	1	0	0.0 %	0	0	Calgary
6221 : Technical sales specialists - wholesale trade	Edmonton	1	0	0.0 %	0	0	Edmonton
6221 : Technical sales specialists - wholesale trade	Montréal	3	2	66.7 %	1	1	Montréal
6221 : Technical sales specialists - wholesale trade	N.B. less CMA	1	0	0.0 %	1	-1	N.B. less CMA
6221 : Technical sales specialists - wholesale trade	Ottawa - Gatineau	2	0	0.0 %	1	-1	Ottawa - Gatineau
6221 : Technical sales specialists - wholesale trade	Toronto	261	51	19.5 %	78	-27	Toronto
6221 : Technical sales specialists - wholesale trade	Vancouver	2	0	0.0 %	1	-1	Vancouver
10 : Clerical Personnel		17	14	82.4 %	11	3	
Employment Equity Occupational Group	Toronto	17	14	82.4 %	11	3	Toronto
11 : Intermediate Sales and Service Personnel		5	3	60.0 %	3	0	
Employment Equity Occupational Group	Toronto	5	3	60.0 %	3	0	Toronto
Total		440	143	32.5 %	179	-36	

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-11-09

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	%	Availability %	#		
01 : Senior Managers								
Employment Equity Occupational Group	Toronto	1	0	0.0%	0.4%	0	0	
	Toronto	1	0	0.0%	0.4%	0	Toronto	
02 : Middle and Other Managers								
Employment Equity Occupational Group	Toronto	38	0	0.0%	0.5%	0	0	
	Toronto	38	0	0.0%	0.5%	0	Toronto	
03 : Professionals								
1111 : Financial auditors and accountants	Toronto	4	0	0.0%	0.4%	0	0	
1112 : Financial and investment analysis	Toronto	8	0	0.0%	0.2%	0	0	
1122 : Professional occupations in business management consulting	Toronto	1	0	0.0%	0.3%	0	0	
1123 : Professional occupations in advertising, marketing and public relations	Toronto	35	0	0.0%	0.6%	0	0	
2147 : Computer engineers (except software engineers and designers)	Calgary	1	0	0.0%	0.0%	0	0	
2147 : Computer engineers (except software engineers and designers)	Toronto	6	0	0.0%	0.2%	0	0	
2171 : Information systems analysts and consultants	Toronto	1	0	0.0%	0.3%	0	0	
4021 : College and other vocational instructors	Toronto	3	0	0.0%	0.5%	0	0	
4112 : Lawyers and Quebec notaries	Toronto	1	0	0.0%	0.7%	0	0	
5121 : Authors and writers	Toronto	1	0	0.0%	0.7%	0	0	
04 : Semi-Professionals and Technicians								
2282 : User support technicians	Toronto	1	0	0.0%	0.4%	0	0	
5241 : Graphic designers and illustrators	Toronto	3	0	0.0%	0.7%	0	0	
05 : Supervisors								
Employment Equity Occupational Group	Toronto	1	0	0.0%	1.0%	0	0	
07 : Administrative and Senior Clerical Personnel								
Employment Equity Occupational Group	Toronto	42	0	0.0%	0.8%	0	0	
Employment Equity Occupational Group	Vancouver	1	0	0.0%	2.1%	0	0	
08 : Skilled Sales and Service Personnel								
Employment Equity Occupational Group	Vancouver	271	6	2.2%	0.4%	1	5	

Workforce Analysis - Detailed Report

Date: 2017-11-09

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
6221 : Technical sales specialists - wholesale trade	Calgary	1	0	0.0 %	1.1 %	0	0	Calgary
6221 : Technical sales specialists - wholesale trade	Edmonton	1	0	0.0 %	1.8 %	0	0	Edmonton
6221 : Technical sales specialists - wholesale trade	Montréal	3	0	0.0 %	0.8 %	0	0	Montréal
6221 : Technical sales specialists - wholesale trade	N.B. less CMA	1	0	0.0 %	3.0 %	0	0	N.B. less CMA
6221 : Technical sales specialists - wholesale trade	Ottawa - Gatineau	2	0	0.0 %	2.3 %	0	0	Ottawa - Gatineau
6221 : Technical sales specialists - wholesale trade	Toronto	261	6	2.3 %	0.4 %	1	5	Toronto
6221 : Technical sales specialists - wholesale trade	Vancouver	2	0	0.0 %	1.7 %	0	0	Vancouver
10 : Clerical Personnel		17	1	5.9 %	0.7 %	0	1	
Employment Equity Occupational Group	Toronto	17	1	5.9 %	0.7 %	0	1	Toronto
11 : Intermediate Sales and Service Personnel		5	0	0.0 %	0.6 %	0	0	
Employment Equity Occupational Group	Toronto	5	0	0.0 %	0.6 %	0	0	Toronto
Total		440	7	1.6 %	0.5 %	1	6	

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-11-09

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01 : Senior Managers							
Employment Equity Occupational Group	Toronto	1	0	0.0%	21.1%	0	0
	Toronto	1	0	0.0%	21.1%	0	Toronto
02 : Middle and Other Managers							
Employment Equity Occupational Group	Toronto	38	16	42.1%	35.7%	14	2
	Toronto	38	16	42.1%	35.7%	14	Toronto
03 : Professionals							
1111 : Financial auditors and accountants	Toronto	4	1	25.0%	53.7%	2	-1
	Toronto	4	1	25.0%	53.7%	2	Toronto
1112 : Financial and investment analysis	Toronto	8	6	75.0%	56.6%	5	1
	Toronto	8	6	75.0%	56.6%	5	Toronto
1122 : Professional occupations in business management consulting	Toronto	1	1	100.0%	39.9%	0	1
	Toronto	1	1	100.0%	39.9%	0	Toronto
1123 : Professional occupations in advertising, marketing and public relations	Toronto	35	12	34.3%	29.2%	10	2
	Toronto	35	12	34.3%	29.2%	10	Toronto
2147 : Computer engineers (except software engineers and designers)	Calgary	1	0	0.0%	37.1%	0	0
	Calgary	1	0	0.0%	37.1%	0	Calgary
2147 : Computer engineers (except software engineers and designers)	Toronto	6	3	50.0%	60.9%	4	-1
	Toronto	6	3	50.0%	60.9%	4	Toronto
2171 : Information systems analysts and consultants	Toronto	1	1	100.0%	55.0%	1	0
	Toronto	1	1	100.0%	55.0%	1	Toronto
4021 : College and other vocational instructors	Toronto	3	0	0.0%	32.8%	1	-1
	Toronto	3	0	0.0%	32.8%	1	Toronto
4112 : Lawyers and Quebec notaries	Toronto	1	1	100.0%	20.5%	0	1
	Toronto	1	1	100.0%	20.5%	0	Toronto
5121 : Authors and writers	Toronto	1	0	0.0%	19.8%	0	0
	Toronto	1	0	0.0%	19.8%	0	Toronto
04 : Semi-Professionals and Technicians							
2282 : User support technicians	Toronto	1	0	0.0%	56.0%	1	-1
	Toronto	1	0	0.0%	56.0%	1	Toronto
5241 : Graphic designers and illustrators	Toronto	3	2	66.7%	34.5%	1	1
	Toronto	3	2	66.7%	34.5%	1	Toronto
05 : Supervisors							
Employment Equity Occupational Group	Toronto	1	0	0.0%	45.8%	0	0
	Toronto	1	0	0.0%	45.8%	0	Toronto
07 : Administrative and Senior Clerical Personnel							
Employment Equity Occupational Group	Toronto	42	24	57.1%	37.2%	16	8
	Toronto	42	24	57.1%	37.2%	16	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0%	35.3%	0	1
	Vancouver	1	1	100.0%	35.3%	0	Vancouver
08 : Skilled Sales and Service Personnel							
Employment Equity Occupational Group	Vancouver	271	118	43.5%	31.5%	85	33
	Vancouver	271	118	43.5%	31.5%	85	Toronto

Workforce Analysis - Detailed Report

Date: 2017-11-09

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
6221 : Technical sales specialists - wholesale trade	Calgary	1	0	0.0 %	0	0
6221 : Technical sales specialists - wholesale trade	Edmonton	1	0	0.0 %	0	0
6221 : Technical sales specialists - wholesale trade	Montreal	3	0	0.0 %	0	0
6221 : Technical sales specialists - wholesale trade	N.B. less CMA	1	0	0.0 %	0	0
6221 : Technical sales specialists - wholesale trade	Ottawa - Gatineau	2	0	0.0 %	0	0
6221 : Technical sales specialists - wholesale trade	Toronto	261	118	45.2 %	84	34
6221 : Technical sales specialists - wholesale trade	Vancouver	2	0	0.0 %	1	-1
10 : Clerical Personnel						
Employment Equity Occupational Group						
11 : Intermediate Sales and Service Personnel	Toronto	17	7	41.2 %	8	-1
Employment Equity Occupational Group						
11 : Intermediate Sales and Service Personnel	Toronto	5	3	60.0 %	2	1
Employment Equity Occupational Group	Toronto	5	3	60.0 %	2	1
Total		440	195	44.3 %	150	45

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-11-09

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	%	Availability #	%		
01/02 : Managers								
Employment Equity Occupational Group	Ontario	39	0	0.0 %	2	5.9 %	-2	Ontario
		39	0	0.0 %	2	5.9 %	-2	Ontario
03 : Professionals								
Employment Equity Occupational Group	Alberta	61	0	0.0 %	2	3.6 %	-2	Alberta
Employment Equity Occupational Group	Ontario	1	0	0.0 %	0	4.3 %	0	Ontario
		60	0	0.0 %	2	3.6 %	-2	Ontario
04 : Semi-Professionals and Technicians								
Employment Equity Occupational Group	Ontario	4	0	0.0 %	0	5.2 %	0	Ontario
		4	0	0.0 %	0	5.2 %	0	Ontario
05 : Supervisors								
Employment Equity Occupational Group	Ontario	1	0	0.0 %	0	17.9 %	0	Ontario
		1	0	0.0 %	0	17.9 %	0	Ontario
07 : Administrative and Senior Clerical Personnel								
Employment Equity Occupational Group	British Columbia	42	1	2.4 %	1	3.2 %	0	British Columbia
Employment Equity Occupational Group	Ontario	1	0	0.0 %	0	3.8 %	0	British Columbia
		41	1	2.4 %	1	3.2 %	0	Ontario
08 : Skilled Sales and Service Personnel								
Employment Equity Occupational Group	Alberta	271	6	2.2 %	9	3.4 %	-3	Alberta
Employment Equity Occupational Group	British Columbia	2	0	0.0 %	0	4.8 %	0	Alberta
Employment Equity Occupational Group	New Brunswick	2	0	0.0 %	0	3.3 %	0	British Columbia
		1	0	0.0 %	0	7.9 %	0	New Brunswick
		263	6	2.3 %	9	3.4 %	-3	Ontario
		3	0	0.0 %	0	1.8 %	0	Québec
10 : Clerical Personnel								
Employment Equity Occupational Group	Ontario	17	0	0.0 %	1	8.4 %	-1	Ontario
		17	0	0.0 %	1	8.4 %	-1	Ontario
11 : Intermediate Sales and Service Personnel								
Employment Equity Occupational Group	Ontario	5	1	20.0 %	0	7.4 %	1	Ontario
		5	1	20.0 %	0	7.4 %	1	Ontario

Workforce Analysis - Detailed Report

Date: 2017-11-09

Employment Equity Occupational Group	Persons with Disabilities		Persons with Disabilities		Gap	Recruitment Area
	Internal Location	All Employees	Representation	Availability		
	#	#	%	%	#	
Total	440	8	1.8 %	3.9 %	15	-7

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-11-09

002332

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Recruitment mainly at CMA Level.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	CMA (default National)
02 : Middle and Other Managers	EEOG	CMA (default National)
03 : Professionals	NOC	CMA (default National)
04 : Semi-Professionals and Technicians	NOC	CMA (default Provincial)
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	CMA (default Provincial)
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2017-11-09

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group

01/02 : Managers

03 : Professionals

04 : Semi-Professionals and Technicians

05 : Supervisors

07 : Administrative and Senior Clerical Personnel

08 : Skilled Sales and Service Personnel

10 : Clerical Personnel

11 : Intermediate Sales and Service Personnel

Perform Analysis By

EEOG

EEOG

EEOG

EEOG

EEOG

EEOG

EEOG

EEOG

Recruitment Area

Provincial (default National)

Provincial (default National)

Provincial (default National)

Provincial (default National)

Provincial (default National)

Provincial (default National)

Provincial (default National)

Provincial (default National)



Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Summary Report

Date: 2017-11-09

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	1	1	100.0 %	27.2 %	0	1
02 : Middle and Other Managers	38	15	39.5 %	40.5 %	15	0
03 : Professionals	61	29	47.5 %	54.3 %	33	-4
04 : Semi-Professionals and Technicians	4	2	50.0 %	36.8 %	1	1
05 : Supervisors	1	1	100.0 %	53.0 %	1	0
07 : Administrative and Senior Clerical Personnel	42	25	59.5 %	80.1 %	34	-9
08 : Skilled Sales and Service Personnel	271	53	19.6 %	29.8 %	81	-28
10 : Clerical Personnel	17	14	82.4 %	65.2 %	11	3
11 : Intermediate Sales and Service Personnel	5	3	60.0 %	63.9 %	3	0
Total	440	143	32.5 %	40.8 %	179	-36

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-11-09

Aboriginal Peoples

Employment Equity Occupational Group	All Employees		Aboriginal Peoples			
	#	Representation %	Availability %	Gap #	Representation %	Availability %
01 : Senior Managers	1	0.0%	0.4%	0	0	0
02 : Middle and Other Managers	38	0.0%	0.5%	0	0	0
03 : Professionals	61	0.0%	0.5%	0	0	0
04 : Semi-Professionals and Technicians	4	0.0%	0.7%	0	0	0
05 : Supervisors	1	0.0%	1.0%	0	0	0
07 : Administrative and Senior Clerical Personnel	42	0.0%	0.8%	0	0	0
08 : Skilled Sales and Service Personnel	271	2.2%	0.4%	1	5	5
10 : Clerical Personnel	17	5.9%	0.7%	0	1	1
11 : Intermediate Sales and Service Personnel	5	0.0%	0.6%	0	0	0
Total	440	1.6%	0.5%	1	6	6

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-11-09

Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Availability #	Gap #
	#	%	Representation #	%		
01 : Senior Managers	1	0.0%	0	21.1%	0	0
02 : Middle and Other Managers	38	42.1%	16	35.7%	14	2
03 : Professionals	61	41.0%	25	38.1%	23	2
04 : Semi-Professionals and Technicians	4	50.0%	2	39.9%	2	0
05 : Supervisors	1	0.0%	0	45.8%	0	0
07 : Administrative and Senior Clerical Personnel	42	57.1%	24	37.2%	16	8
08 : Skilled Sales and Service Personnel	271	43.5%	118	31.5%	85	33
10 : Clerical Personnel	17	41.2%	7	48.1%	8	-1
11 : Intermediate Sales and Service Personnel	5	60.0%	3	48.9%	2	1
Total	440	44.3%	195	34.2%	150	45

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-11-09

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities		Availability #	Gap #
		Representation #	%		
01/02 : Managers	39	0	0.0 %	2	-2
03 : Professionals	61	0	0.0 %	2	-2
04 : Semi-Professionals and Technicians	4	0	0.0 %	0	0
05 : Supervisors	1	0	0.0 %	0	0
07 : Administrative and Senior Clerical Personnel	42	1	2.4 %	1	0
08 : Skilled Sales and Service Personnel	271	6	2.2 %	9	-3
10 : Clerical Personnel	17	0	0.0 %	1	-1
11 : Intermediate Sales and Service Personnel	5	1	20.0 %	0	1
Total	440	8	1.8 %	15	-7

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-11-09

002338

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Recruitment mainly at CMA Level.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	CMA (default National)
02 : Middle and Other Managers	EEOG	CMA (default National)
03 : Professionals	NOC	CMA (default National)
04 : Semi-Professionals and Technicians	NOC	CMA (default Provincial)
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	CMA (default Provincial)
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2017-11-09

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group

Perform Analysis By

Recruitment Area

01/02 : Managers

EEOG

Provincial (default National)

03 : Professionals

EEOG

Provincial (default National)

04 : Semi-Professionals and Technicians

EEOG

Provincial (default National)

05 : Supervisors

EEOG

Provincial (default National)

07 : Administrative and Senior Clerical Personnel

EEOG

Provincial (default National)

08 : Skilled Sales and Service Personnel

EEOG

Provincial (default National)

10 : Clerical Personnel

EEOG

Provincial (default National)

11 : Intermediate Sales and Service Personnel

EEOG

Provincial (default National)

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
CDW Canada Corp
Nov 10 2017

Data from Previous Workforce Analysis
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↓ ↓ ↓

Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	09	30

Data from Current Workforce Analysis

↓ ↓ ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	09	30

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	2	2	27.2
02	Middle & Other Managers	28	4	40.5
03	Professionals	46	19	57.5
04	Semi-Professionals & Technicians	2	0	31.7
05	Supervisors	6	3	53.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	7	5	80.1
08	Skilled Sales & Service Personnel	253	49	29.7
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	40	24	65.2
11	Intermediate Sales & Service Personnel	3	2	63.9
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		387	108	0.0

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	Senior Managers	1	1	27.2
	Middle & Other Managers	38	15	40.5
	Professionals	61	29	54.3
	Semi-Professionals & Technicians	4	2	53.0
	Supervisors	1	0	0.0
	Supervisors: Crafts & Trades	0	0	0.0
	Administrative & Senior Clerical Personnel	42	25	80.1
	Skilled Sales & Service Personnel	271	53	29.8
	Skilled Crafts & Trades Workers	0	0	0.0
	Clerical Personnel	17	14	65.2
	Intermediate Sales & Service Personnel	5	3	63.9
	Semi-Skilled Manual Workers	0	0	0.0
	Other Sales & Service Personnel	0	0	0.0
	Other Manual Workers	0	0	0.0
Total		440	142	0.0

* Source:

* Source:

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
CDW Canada Corp
Nov 10 2017

Data from Previous Workforce Analysis

Date of Previous Workforce Analysis	MM	DD
YYYY	09	30
2014		

Data from Current Workforce Analysis

Date of Current Workforce Analysis	MM	DD
YYYY	09	30
2017		

Table 2: Aboriginal Peoples
Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Aboriginal Peoples	
		Representation	Availability*
	#	#	%
01 Senior Managers	2	0	0.4
02 Middle & Other Managers	28	0	0.5
03 Professionals	46	0	0.5
04 Semi-Professionals & Technicians	2	0	0.6
05 Supervisors	6	0	1.0
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	7	0	0.8
08 Skilled Sales & Service Personnel	253	6	0.4
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	40	1	0.7
11 Intermediate Sales & Service Personnel	3	0	0.6
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
Total	387	7	0.0

Table 6: Aboriginal Peoples
Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Aboriginal Peoples	
		Representation	Availability*
	#	#	%
01 Senior Managers	1	0	0.4
02 Middle & Other Managers	38	0	0.5
03 Professionals	61	0	0.5
04 Semi-Professionals & Technicians	4	0	0.7
05 Supervisors	1	0	1.0
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	42	0	0.8
08 Skilled Sales & Service Personnel	271	6	0.4
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	17	1	0.7
11 Intermediate Sales & Service Personnel	5	0	0.6
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
Total	440	7	0.0

* Source:
 0

* Source:
 0

Federal Contractors Program Achievement Table	
Part 1: Workforce Analysis	
CDW Canada Corp	
Nov 10 2017	

Data from Previous Workforce Analysis

↓	↓	↓
Date of Previous Workforce Analysis	MM	DD
YYYY	09	30
2014		

Data from Current Workforce Analysis

↓	↓	↓
Date of Current Workforce Analysis	MM	DD
YYYY	09	30
2017		

Employment Equity Occupational Group (EEOG)

	Previous Workforce Analysis			
	All Employees	Persons with Disabilities		Availability*
		Representation	#	
#	#	#	%	
01/02 Managers	30	1	3.3	5.9
03 Professionals	46	0	0.0	3.6
04 Semi-Professionals & Technicians	2	0	0.0	5.2
05 Supervisors	6	0	0.0	17.9
06 Supervisors: Crafts & Trades	0	0	0.0	0.0
07 Administrative & Senior Clerical Personnel	7	1	14.3	3.2
08 Skilled Sales & Service Personnel	253	4	1.6	3.4
09 Skilled Crafts & Trades Workers	0	0	0.0	0.0
10 Clerical Personnel	40	0	0.0	8.4
11 Intermediate Sales & Service Personnel	3	1	33.3	7.4
12 Semi-Skilled Manual Workers	0	0	0.0	0.0
13 Other Sales & Service Personnel	0	0	0.0	0.0
14 Other Manual Workers	0	0	0.0	0.0
Total	387	7	1.8	0.0

* Source:

	Current Workforce Analysis			
	All Employees	Persons with Disabilities		Availability*
		Representation	#	
#	#	#	%	
	39	0	0.0	5.9
	61	0	0.0	3.6
	4	0	0.0	5.2
	1	0	0.0	17.9
	0	0	0.0	0.0
	42	1	2.4	3.2
	271	6	2.2	3.4
	0	0	0.0	0.0
	17	1	5.9	8.4
	5	0	0.0	7.4
	0	0	0.0	0.0
	0	0	0.0	0.0
	0	0	0.0	0.0
Total	440	8	1.8	0.0

* Source:

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

CDW Canada Corp

Nov 10 2017

002344

Start Date of Flow Data			
YYYY	MM	DD	
2014	09	30	

End Date of Flow Data			
YYYY	MM	DD	
2017	09	30	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 1: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Women Hired #	All Employees Hired #	Women Hired #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	5	5	0	0
03 Professionals	45	22	0	0
04 Semi-Professionals & Technicians	4	2	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	17	13	0	0
08 Skilled Sales & Service Personnel	250	65	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	5	4	0	0
11 Intermediate Sales & Service Personnel	1	1	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	327	112	0	0

Table 5: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted #	Women Promoted #	All Employees Promoted #	Women Promoted #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	15	7	0	0
03 Professionals	26	15	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	1	1	0	0
06 Supervisors: Crafts & Trades	0	4	0	0
07 Administrative & Senior Clerical Personnel	9	1	0	0
08 Skilled Sales & Service Personnel	10	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	62	29	0	0

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Women Terminated #	All Employees Terminated #	Women Terminated #
01 Senior Managers	1	1	0	0
02 Middle & Other Managers	6	2	0	0
03 Professionals	34	14	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	5	0	0
08 Skilled Sales & Service Personnel	216	56	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	7	3	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	273	81	0	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

CDW Canada Corp

Nov 10 2017

002345

Start Date of Flow Data		
YYYY	MM	DD
2014	09	30

End Date of Flow Data		
YYYY	MM	DD
2017	09	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: 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	0	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	45	0	0	0
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	17	0	0	0
08 Skilled Sales & Service Personnel	250	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	5	0	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	327	0	0	0

Table 6: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted #	Aboriginal Peoples Promoted #	All Employees Promoted #	Aboriginal Peoples Promoted #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	15	0	0	0
03 Professionals	26	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	9	0	0	0
08 Skilled Sales & Service Personnel	10	1	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	62	1	0	0

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Aboriginal Peoples Terminated #	All Employees Terminated #	Aboriginal Peoples Terminated #
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	6	0	0	0
03 Professionals	34	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0
08 Skilled Sales & Service Personnel	216	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	7	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	273	0	0	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

CDW Canada Corp

Nov 10 2017

002346

Start Date of Flow Data			
YYYY	MM	DD	
2014	09	30	

End Date of Flow Data			
YYYY	MM	DD	
2017	09	30	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	45	0	0	0
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	17	0	0	0
08 Skilled Sales & Service Personnel	250	4	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	5	0	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	327	4	0	0

Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	15	0	0	0
03 Professionals	26	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	9	0	0	0
08 Skilled Sales & Service Personnel	10	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	62	0	0	0

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	6	0	0	0
03 Professionals	34	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0
08 Skilled Sales & Service Personnel	216	2	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	7	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	273	3	0	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

CDW Canada Corp

Nov 10 2017

002347

Start Date of Flow Data			
YYYY	MM	DD	
2014	09	30	

End Date of Flow Data			
YYYY	MM	DD	
2017	09	30	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Members of Visible Minorities Hired #	All Employees Hired #	Members of Visible Minorities Hired #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	5	1	0	0
03 Professionals	45	18	0	0
04 Semi-Professionals & Technicians	4	2	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	17	7	0	0
08 Skilled Sales & Service Personnel	250	118	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	5	2	0	0
11 Intermediate Sales & Service Personnel	1	1	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	327	149	0	0

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted #	Members of Visible Minorities Promoted #	All Employees Promoted #	Members of Visible Minorities Promoted #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	15	5	0	0
03 Professionals	26	11	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	9	7	0	0
08 Skilled Sales & Service Personnel	10	3	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	62	27	0	0

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Members of Visible Minorities Terminated #	All Employees Terminated #	Members of Visible Minorities Terminated #
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	6	3	0	0
03 Professionals	34	14	0	0
04 Semi-Professionals & Technicians	2	1	0	0
05 Supervisors	1	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	2	0	0
08 Skilled Sales & Service Personnel	216	94	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	7	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	273	116	0	0

Federal Contractors Program Achievement Table
Part 3: Goals
CDW Canada Corp
Nov 10 2017

Data from Previous Goals

↓ ↓ ↓ ↓ ↓

Data from Current Goals

↓ ↓ ↓ ↓ ↓

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

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

Table 1: Women

Women

	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	7	0.0	0	0.0
03 Professionals	7	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	1	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	29.7	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	2	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Table 5: Women

Women

	Short-term Goals		Long-term Goals	
	#	%	#	%
	0	0.0	0	0.0
	0	0.0	0	0.0
	4	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	9	0.0	0	0.0
	0	29.8	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	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 3: Goals
CDW Canada Corp
Nov 10 2017

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		0

Duration of Current Goals				
Short-term		Long-term		
From	To	From	To	To
YYYY	YYYY	YYYY	YYYY	YYYY
2017	2020	2017		0

Table 2: Aboriginal Peoples

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

Table 6: Aboriginal Peoples

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

Federal Contractors Program Achievement Table
Part 3: Goals
CDW Canada Corp
Nov 10 2017

Data from Previous Goals



Data from Current Goals



Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	0

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	0

Employment Equity Occupational Group (EOG)		Table 3: Persons with Disabilities			
		Persons with Disabilities			
		Short-term Goals		Long-term Goals	
		#	%	#	%
01/02	Managers	1	0.0	0	0.0
03	Professionals	2	0.0	0	0.0
04	Semi-Professionals & Technicians	0	0.0	0	0.0
05	Supervisors	1	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08	Skilled Sales & Service Personnel	5	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	3	0.0	0	0.0
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	0	0.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

		Table 7: Persons with Disabilities			
		Persons with Disabilities			
		Short-term Goals		Long-term Goals	
		#	%	#	%
		0	0.0	0	0.0
		0	0.0	0	0.0
		0	0.0	0	0.0
		0	0.0	0	0.0
		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	0	0.0
		0	0.0	0	0.0
		0	0.0	0	0.0
		0	0.0	0	0.0
		0	0.0	0	0.0
		0	0.0	0	0.0
		0	0.0	0	0.0
		0	0.0	0	0.0
		0	0.0	0	0.0
		0	0.0	0	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 3: Goals	
CDW Canada Corp	
Nov 10 2017	

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		0

Duration of Current Goals				
Short-term		Long-term		
From	To	From	To	To
YYYY	YYYY	YYYY	YYYY	YYYY
2017	2020	2017		0

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

	Employment Equity Occupational Group (EEOG)				Members of Visible Minorities				
	Short-term Goals		Long-term Goals		Short-term Goals		Long-term Goals		
	#	%	#	%	#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	0	0.0	0	0.0
02	Middle & Other Managers	0	0.0	0	0.0	2	0.0	0	0.0
03	Professionals	0	0.0	0	0.0	2	0.0	0	0.0
04	Semi-Professionals & Technicians	0	0.0	0	0.0	0	0.0	0	0.0
05	Supervisors	1	0.0	0	0.0	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	0	0.0	0	0.0	0	0.0	0	0.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0	3	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0	0	0.0	0	0.0
10	Clerical Personnel	0	0.0	0	0.0	0	0.0	0	0.0
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
Total		0	0.0	0	0.0	0	0.0	0	0.0

Federal Contractors Program Achievement Table

Part 4: Results - Women

CDW Canada Corp

Nov 10 2017

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Promotions						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #							
01 Senior Managers	2014	2	100.0	27.2	1	1	367.6	0	0	0	0	0	0	0	0	0.0	0	0	0	1	1	100.0	1	0	66.7							
	2017	1	100.0	27.2	0	1	367.6	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0							
02 Middle & Other Managers	2014	28	14.3	40.5	11	-7	35.3	5	5	100.0	2	3	15	7	46.7	2	2	5	6	6	33.3	1	1	18.2								
	2017	38	39.5	40.5	15	0	97.5	5	5	100.0	2	3	15	7	46.7	2	2	5	6	6	33.3	1	1	18.2								
03 Professionals	2014	46	19	57.5	26	-7	71.8	45	22	48.9	24	-2	26	15	57.7	11	4	34	34	14	41.2	14	0	63.6								
	2017	61	29	54.3	33	-4	87.6	45	22	48.9	24	-2	26	15	57.7	11	4	34	34	14	41.2	14	0	63.6								

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		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 %			
01 Senior Managers	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			
02 Middle & Other Managers	2017	20	60.0	7	171.4	0	0.0	0	0.0	0	0.0			
	2020	20	60.0	0	0.0	0	0.0	0	0.0	0	0.0			
03 Professionals	2017	71	52.1	7	528.6	0	0.0	0	0.0	0	0.0			
	2020	71	52.1	4	925.0	0	0.0	0	0.0	0	0.0			

Federal Contractors Program Achievement Table

Part 4: Results - Women

CDW Canada Corp

Nov 10 2017

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

Occupational Group (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	#	%	Actual	Expected	#	%	Actual	Expected	#	%	Actual	Expected	#	%	Actual	Expected	#	%	Actual	Expected			
04 Semi-Professionals & Technicians	2014	2	0.0	0.0	31.7	1	-1	0.0		4	2	50.0	2	0	0	0.0	0	0	0	0	2	0	0	0	0	0	0	0	66.7			
	2017	4	50.0	2	53.0	2	0	94.3		4	2	50.0	2	0	0	0.0	0	0	0	0	2	0	0	0	0	0	0	0	66.7			
05 Supervisors	2014	6	50.0	3	53.0	3	0	94.3		0	0	0.0	0	0	1	100.0	1	1	1	1	1	0	0	0	0	1	-1	28.6				
	2017	1	0.0	0	0.0	0	0	0.0		0	0	0.0	0	0	0	0.0	0	0	0	0	1	1	0	0	0	0	0	0	28.6			
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	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			

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		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	Goal	
04 Semi-Professionals & Technicians	2017	4	50.0	2	1	200.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	4	50.0	2	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
05 Supervisors	2017	1	100.0	1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	1	100.0	1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	2017	0	0.0	4	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	0	0.0	4	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

CDW Canada Corp

Nov 10 2017

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

Occupational Group (EOG)	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						
		#	%	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Actual	%	Expected	%	#	%	Actual	%	Expected	%	#	%	Expected	%					
07 Administrative & Senior Clerical	2014	7	71.4	80.1	6	-1	89.2	17	13	76.5	14	-1	9	1	11.1	6	-5	6	5	83.3	4	1	24.5									
08 Skilled Sales & Service Personnel	2014	253	49	19.4	29.7	75	-26	65.2	250	65	26.0	75	-10	10	0	0.0	2	-2	216	56	25.9	42	14	82.4								
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							

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		
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	
07 Administrative & Senior Clerical	2017	26	53.8	14	1	1400.0	0.0	0.0	0	0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2017	260	65	25.0	0	0.0	29.7	84.2	0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Table

Part 4: Results - Women

CDW Canada Corp

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #							
10 Clerical Personnel	2014	40	24	60.0	65.2	26	-2	92.0	5	4	80.0	3	1	1	1	100.0	1	0	7	3	42.9	4	-1	24.6								
	2017	17	14	82.4	65.2	11	3	126.3	5	4	80.0	3	1	1	1	100.0	1	0	7	3	42.9	4	-1	24.6								
11 Intermediate Sales & Service Personnel	2014	3	2	66.7	63.9	2	0	104.3	1	1	100.0	1	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0								
	2017	5	3	60.0	63.9	3	0	93.9	1	1	100.0	1	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								
	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 (EEOG)	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 %			
10 Clerical Personnel	2017	6	83.3	2	250.0	0	0.0	0	0.0	0	0.0	0.0		
	2020	6	83.3	0	0.0	0	0.0	0	0.0	0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0		
	2020	1	100.0	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		
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0		

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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	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								
#	#	%	%	#	#	%	#	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%				
13 Other 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	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	0.0
Total	2014	387	108	27.9	0.0	0	108	0.0																		
	2017	440	142	32.3	0.0	0	142	0.0	327	112	34.3	0	112	62	29	46.8	17	12	273	81	29.7	76	5	66.0		

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	Women	Women		Women		Women		Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	%	%	%	%	%	%	%	%			
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	389	141	36.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	389	141	36.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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Part 5: Results - Aboriginal Peoples

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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 #								
01 Senior Managers	2014	2	0.0	0.4	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	66.7	
	2017	1	0.0	0.4	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	66.7
02 Middle & Other Managers	2014	28	0.0	0.5	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	18.2	
	2017	38	0.0	0.5	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	18.2	
03 Professionals	2014	46	0.0	0.5	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	63.6	
	2017	61	0.0	0.5	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	63.6	

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 %	
01 Senior Managers	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	
02 Middle & Other Managers	2017	20	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	20	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2017	71	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	71	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

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

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %
		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				
04 Semi-Professionals & Technicians	2014	2	0.0	0.6	0	0.0	4	0	0.0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	0.0	0	0	0
05 Supervisors	2014	6	0.0	1.0	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
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	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
04 Semi-Professionals & Technicians	2017	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	1	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	

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

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %
		Workforce						Hires						Promotions						Terminations						
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #				
07 Administrative & Senior Clerical	2014	7	0.0	0.8	0	0.0	17	0	0.0	0	9	0	0.0	0	0	0	0	0	6	0	0.0	0	0	0	24.5	
08 Skilled Sales & Service Personnel	2014	253	6	2.4	1	592.9	250	0	0.0	1	10	1	10.0	0	1	216	0	0.0	5	-5	82.4					
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	

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	26	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08 Skilled Sales & Service Personnel	2017	260	0.4	1	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	

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis														
		All Employees						Aboriginal Peoples						All Employees						Aboriginal Peoples								
		#	Representation %	Availability %	Gap #	EE Result %	Turnover Rate %	#	Availability %	Gap #	EE Result %	#	Actual %	Expected %	Difference #	#	Actual %	Expected %	Difference #	#	Actual %	Expected %	Difference #	#	Actual %	Expected %	Difference #	Turnover Rate %
10 Clerical Personnel	2014	40	2.5	0.7	1	357.1	0	0.7	0	1	0	0	0	0	0	0	0.0	0	0	0	7	0	0	0	0	0	0	24.6
	2017	17	5.9	0.7	1	840.3	0	0.7	0	1	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	3	0.0	0.6	0	0.0	0	0.6	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	
	2017	5	0.0	0.6	0	0.0	0	0.6	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	
	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	

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		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	#	%	Goal #	Percent of Goal Met %	#	%	Goal #	Percent of Goal Met %	
10 Clerical Personnel	2017	6	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	6	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
11 Intermediate Sales & Service Personnel	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	
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

CDW Canada Corp

Nov 10 2017

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	$V - U \times 100$	$U \times E + 100$	$V - X$	$U + (DY \text{ part} 2) \div 2 \times 100$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

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 %	Difference #	All Employees	Actual #	Expected %	Difference #	All Employees	Actual #	Expected %	Difference #	All Employees	Actual #	Expected %	Difference #				
13 Other 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	0.0
	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
Total	2014	387	7	1.8	0.0	0	7	0.0	7	0.0	0	0.0	0	0	0	0.0	1	1.6	1	0	273	0	0.0	5	-5	66.0
	2017	440	7	1.6	0.0	0	7	0.0	7	0.0	0	0.0	0	0	0	0.0	1	1.6	1	0	273	0	0.0	5	-5	66.0

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	$F + M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

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 %	
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	389	0.3	1	0.3	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	389	0.3	1	0.3	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

CDW Canada Corp

Nov 10 2017

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

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis						Turnover Rate %						
		Workforce						Hires						Promotions							Terminations					
		All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #								
04 Semi-Professionals & Technicians	2014	2	0.0	5.2	0	0.0	4	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	66.7
	2017	4	0.0	5.2	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	66.7
05 Supervisors	2014	6	0.0	17.9	1	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	28.6
	2017	1	0.0	17.9	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	28.6
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	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

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		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
04 Semi-Professionals & Technicians	2017	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	1	0.0	1	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	
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 6: Results - Persons with Disabilities

CDW Canada Corp

Nov 10 2017

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

CDW Canada Corp

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Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

CDW Canada Corp

Nov 10 2017

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

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis						Turnover Rate %							
		Workforce						Hires						Promotions							Terminations						
		All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #									
10 Clerical Personnel	2014	40	0.0	8.4	3	-3	0.0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	24.6
	2017	17	5.9	8.4	1	0	70.0	5	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	3	33.3	7.4	0	1	450.5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
	2017	5	0.0	7.4	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
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
	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 (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
10 Clerical Personnel	2017	6	0.0	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	6	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
11 Intermediate Sales & Service Personnel	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	
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

CDW Canada Corp

Nov 10 2017

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

CDW Canada Corp

Nov 10 2017

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	$U \div ((DYear1 + DYear2) \div 2) \times 100$		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations						Turnover Rate	
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
		#	Representation	Availability		Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference		
#	#	%	%	#	#	%	#	%	#	#	%	#	#	#	%	#	%	#	#	%	#	#	%		
13 Other Sales & Service Personnel	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	0.0
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	0.0
Total	2014	387	7	1.8	0.0	0	7	0.0																	
	2017	440	8	1.8	0.0	0	8	0.0	327	4	1.2	0	4	62	0	0.0	1	-1	273	3	1.1	5	-2	66.0	

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	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
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	389	4	1.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	389	4	1.0	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

CDW Canada Corp

Nov 10 2017

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
CDW Canada Corp
Nov 10 2017

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	$U + (DY \text{ year} 1 + DY \text{ year} 2) \times 100$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Promotions						Terminations						Turnover Rate %
		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities										
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%									
01 Senior Managers	2014	2	0.0	0	0.0	21.1	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	66.7				
	2017	1	0.0	0	0.0	21.1	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	66.7				
02 Middle & Other Managers	2014	28	46.4	13	35.7	10	3	130.1	14	3	130.1	14	3	130.1	14	3	130.1	14	3	130.1	14	3	130.1	14	3	130.1	14	3	130.1	14	3	130.1	14	3	130.1	18.2		
	2017	38	42.1	16	35.7	14	2	117.9	14	2	117.9	14	2	117.9	14	2	117.9	14	2	117.9	14	2	117.9	14	2	117.9	14	2	117.9	14	2	117.9	14	2	117.9	18.2		
03 Professionals	2014	46	37.0	17	35.3	16	1	104.7	16	1	104.7	16	1	104.7	16	1	104.7	16	1	104.7	16	1	104.7	16	1	104.7	16	1	104.7	16	1	104.7	16	1	104.7	63.6		
	2017	61	41.0	25	38.1	23	2	107.6	23	2	107.6	23	2	107.6	23	2	107.6	23	2	107.6	23	2	107.6	23	2	107.6	23	2	107.6	23	2	107.6	23	2	107.6	63.6		

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		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	
01 Senior Managers	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	
02 Middle & Other Managers	2017	20	30.0	6	30.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	20	30.0	6	30.0	2	300.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2017	71	40.8	29	40.8	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	71	40.8	29	40.8	2	1450.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

CDW Canada Corp

Nov 10 2017

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

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis						Terminations				Turnover Rate %
		Workforce						Hires						Promotions										
		All Employees	Visible Minorities	Representation %	Availability %	Gap #	EE Result %	All Employees	Visible Minorities	Actual #	Expected %	Difference #	All Employees	Visible Minorities	Actual #	Expected %	Difference #	All Employees	Visible Minorities	Actual #	Expected %	Difference #		
04 Semi-Professionals & Technicians	2014	2	1	50.0	45.3	1	0	110.4	4	2	50.0	2	0	0.0	0	0	0	0	2	1	50.0	1	0	66.7
	2017	4	2	50.0	39.9	2	0	125.3	4	2	50.0	2	0	0.0	0	0	0	0	2	1	50.0	1	0	66.7
05 Supervisors	2014	6	2	33.3	45.8	3	-1	72.8	0	0	0.0	0	0	0.0	0	0	0	0	1	1	100.0	0	1	28.6
	2017	1	0	0.0	45.8	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	1	1	100.0	0	1	28.6
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		Visible Minorities		Visible Minorities		Visible Minorities		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	4	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	4	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	1	0.0	1	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	
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 7: Results - Members of Visible Minorities

CDW Canada Corp

Nov 10 2017

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			EE Result						All Employees	Visible Minorities		All Employees	Visible Minorities		All Employees	Visible Minorities					
		#	Representation	Availability	Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected		Difference	
#	#	%	%	#	#	%	#	%	#	#	%	#	#	#	%	#	#	#	%	#	#	%		
07 Administrative & Senior Clerical	2014	7	4	57.1	37.3	3	1	153.2																
	2017	42	24	57.1	37.2	16	8	153.6	17	7	41.2	6	1	9	7	77.8	5	2	6	2	33.3	3	-1	24.5
08 Skilled Sales & Service Personnel	2014	253	107	42.3	31.5	80	27	134.3																
	2017	271	118	43.5	31.5	85	33	138.2	250	118	47.2	79	39	10	3	30.0	4	-1	216	94	43.5	91	3	82.4
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		Visible Minorities						
		#	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	26	14	53.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	26	14	53.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2017	260	121	46.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	260	121	46.5	3	4033.3	0.0	0.0	0	0.0	0.0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	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 7: Results - Members of Visible Minorities

CDW Canada Corp

Nov 10 2017

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis										Turnover Rate		
		Workforce										Hires			Promotions			Terminations						
		All Employees	Visible Minorities					EE Result	All Employees	Visible Minorities		Difference	All Employees	Visible Minorities		Difference	All Employees	Visible Minorities		Difference				
			Representation	Availability	Gap	Actual	Expected			Actual	Expected			Actual	Expected			Actual	Expected					
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%			
10 Clerical Personnel	2014	40	21	52.5	48.1	19	2	109.1																
	2017	17	7	41.2	48.1	8	-1	85.6	5	2	40.0	2	0	1	1	100.0	1	0	7	1	14.3	4	-3	24.6
11 Intermediate Sales & Service Personnel	2014	3	2	66.7	48.9	1	1	136.3																
	2017	5	3	60.0	48.9	2	1	122.7	1	1	100.0	0	1	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																
	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		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			
#	#	%	#	%	#	%	#	%	#	%	#			
10 Clerical Personnel	2017	6	3	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	6	3	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	1	100.0	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 7: Results - Members of Visible Minorities

CDW Canada Corp

Nov 10 2017

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			EE Result				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	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	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
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	387	167	43.2	0.0	0	167	0.0																
	2017	440	195	44.3	0.0	0	195	0.0	327	149	45.6	0	149	62	27	43.5	27	0	273	116	42.5	118	-2	66.0

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		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	
#	#	%	%	%	%	%	%	%	%	%	%			
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	389	176	45.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	389	176	45.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

Employer Name: CDW Canada Corp.

Primary Location: Toronto, Ontario

Number of Employees: 448

- Ontario - 438
- Quebec - 3
- New Brunswick - 1
- British Columbia - 3
- Alberta - 3

Organization Overview:

NAICS 4541 – Electronic Shopping and Mail-order houses.

CDW Canada Corp. is a multi-brand technology solutions provider to business, government, education and healthcare organizations in the United States, Canada and the United Kingdom. CDW was founded in 1984 and employs more than 8700 workers globally.

Key Dates – First Year Assessment

Initiated: 2014-08-14
 Received: 2015-02-04
 Closed: 2015-11-18
 WFA: 2014-09-30

Key Dates – Subsequent Assessment

Initiated: 2017-09-19
 Received: 2018-09-20
 WFA: 2017-09-30

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:

Yes No

Comments:

- The Work Force Analysis (WFA) defaults for EEOG 04 and 08 were changed to National.

I have verified that the data provided in the Achievement Report is consistent with that found in Forms 1 to 6:

Yes No

ASSESSMENT OF REASONABLE PROGRESS

The organization had set its goals in hard numbers therefore the percentage of goals met are extraordinarily high.

Women

02	Middle & Other Managers	Goal met 171.4%.
03	Professionals	Goal met 528.6%.
04	Semi-Professionals & Technicians	Goal met 200%.
07	Administrative & Senior Clerical Personnel	Goal met 1400%.
08	Skilled Sales & Service Personnel	Goal met 84.2%.
11	Intermediate Sales & Service Personnel	Representation over 50%.

Aboriginal Peoples

02	Middle & Other Managers	Goal not set.
03	Professionals	Goal not set.

Assessment/Observations:

- In EEOG 02 there were 20 new entrants and none were Aboriginal persons. At an availability of 2.2%, this is to be expected.
- In EEOG 03 there were 71 new entrants and none were Aboriginal persons. At an availability of 1.7%, hiring at least one Aboriginal person would have been expected.

Person with Disabilities

01/02	Managers	Goal not met (0%).
03	Professionals	Goal not met (0%).
08	Skilled Sales & Service Personnel	Goal met at 80%.

Assessment/Observations:

- In EEOG 01 and 02 there were 20 new entrants and none were persons with disabilities. At an availability of 5.9%, hiring at least one person with disabilities would have been expected.
- In EEOG 03, there were 71 and none were persons with disabilities. At an availability of 3.6%, hiring at least two persons with disabilities would have been expected.

Members of Visible Minorities

10	Clerical Personnel	Goal not set.
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Assessment/Observations

- In EEOG 10 there were six new entrants, and three were visible minorities. At an availability of 48.1%, this is above what was expected.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The organization had 12 gaps in 2014. The organization set nine goals and met six of them (67%).
 - Women: The organization is trending upwards in hiring more women into their workforce, including middle management, professional positions, sales and service as well as the administrative personnel.
 - Aboriginal Peoples: The organization has seven Aboriginal employees, which is the same number as the last assessment in 2014. Perhaps outreach to Aboriginal associations in order to form partnerships would be of benefit to the organization.
 - Persons with Disabilities: The representation for this designated group has remained constant since 2014 at 1.8%. Outreach to appropriate associations and forming partnerships may help in a resourcing strategy for applicants.
 - Visible Minorities: The organization is trending upwards in hiring more visible minorities and currently has a representation rate of 44.9% overall for the organization.

ASSESSMENT OF GOALS

All goals were set in percentage.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
03	Professionals	-5	50	50	46.8	54.4
07	Admin & Senior Clerical Personnel	-8	N/A	N/A-	60.5	80.1
08	Skilled Sales & Service Personnel	-23	28.6	28.6	20.2	28.6

Observations:

- In EEOG 03 there is a gap of -5 but representation is almost at 50%, therefore a goal was set at 50%, and not equal to the availability of 54.4%.
- In EEOG 07 there is a gap of -8 but as representation is already over 50%, a goal is not required to avoid clustering in certain occupational groups.
- In EEOG 08 there is a gap of -20. A goal equal to availability of 27.3% was set.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
02	Middle & Other Managers	-1	2.2	2.2	0.0	2.2
03	Professionals	-1	1.7	1.7	0.0	1.7

Observations:

- In EEOGs 02 and 03, short and long-term goals have been set equal to availability.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01/02	Managers	-2	4.3	4.3	0.0	4.3
03	Professionals	-2	3.8	3.8	0.0	3.8
08	Skilled Sales & Service Personnel	-4	3.5	3.5	2.2	3.5
10	Clerical Personnel	-1	7.0	7.0	0.0	7.0

Observations:

- There are a total of eight persons with disabilities employed at this organization. Of the eight, six are employed in EEOG 08 Skilled Sales & Service Personnel.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
10	Clerical Personnel	-1	48.1	48.1	41.2	48.1

Observations:

- In EEOG 10, both short-term and long-term goals have been set equal to availability; the present gap will be eliminated by achieving these goals.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances I recommend that the closing letter include the following:

- Given that there are a number of gaps in all of the four designated groups, the organization might consider reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

Name of Analyst: Neeta Dhillon

Date: September 21, 2018

Subject: Government of Canada Agreement Number: 061354 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear J. D. Hupp:

I am writing to inform you that the subsequent compliance assessment initiated on 18/10/2017 has been completed. As a result of the assessment, CDW Canada Corp. 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 CDW Canada Corp.'s employment equity program.

- Given that there are a number of gaps in all of the four designated groups, the organization might consider reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

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 18/10/2020. 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, CDW Canada Corp. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

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

Sincerely,

Workplace Equity Team

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



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