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Human Resources and

Ressources humaines et Skills Development Canada Developpement des compétences Canada OFFICIAL USE ONLY Agreement N^e: O61354

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

New Agreement Revised Agreement		BES	Γ AVAILABLE (COPY
The second secon	OPG	ANIZATION		
	UNU/	AMEAILVI	T Parent company is	located outside Canada
egal Name of Organization				· · · · · · · · · · · · · · · · · · ·
DW Canada 1961			[[Z	Yes No
perating Name (it different from Legal Name of Or	ganization)		Procurement Bus	
				30091
				nployees in Canada
		A	Full-Time/Part-Tir	zation's NAICS Code Number please
Organization's North American Industry Classification (5.54.1.3)	on System (NAIC5) Cod	e is"	usat http://www.si	tatican gc ca/subjects-sujets/standard /2002/naics-scian021-ang.htm
Official use only (if information above is incorre	et)			
Procurement Business Number	Total number o	femployees in Cana	da	Organization's NAICS Code No 41 +310
	HE	AD OFFICE		
and a Street as Street	3.18u/	City		Province Postal Code
Address (building number, street, suite, etc.) 23 Darlson Court, Suite 300		Etabicoke		ON M9W 7K6
		Telephone Numb	Df	Fax Number
		647-288-67	56	647-088-5900
		T MALLEY CON	TACT	
(1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	EMPLOYMEN	T EQUITY CON	IAGI	
Name (pont)		1 1 2 2 2	wer, Coworke	· Services
Lyone Ivanovich		E-mail Address		
Telephone Number		# - CONTROL OF - CONTROL -	vvichëddw.ca	
697-788-8016				
	CER	TIFICATION		
The above-named organization.	p (, r , r , r , r , r , r , r , r , r ,	***************************************		ottomination facility is an Amelia is consistent of the following of the consistency of t
 having a combined workforce of 100 or n having a combined workforce of AND 				
intending to bid on, or being in receipt of Supply Arrangement, valued at \$1,000.00	00 or more (including:	аррисарів тахеві.		
Hereby certifies its commitment to implement instrument. In keeping with the Federal Complease refer to http://www.hrsdc.gc.ca/eng/le	iractors Program requ abour/equality/fcp/indi	ex.shtml	a momanon vo ···	
Important note: If an audit of the Agreemen the procurement instrument(s) with the Gove	t to Implement Emplo imment of Canada mi	yment Equity unco ay be terminated.	vers misrepresent	ation on the part of the organization
	SI	GNATORY		
NOTE: The signatory must be the Chief Exe	ecutive Officer OR an	authorized person	in an executive po	osition with legal authority to sign a
Name (priot)	·	Title	×*************************************	
Mary Ann Yole		Vice Fresi	dent and Gen	eral Yanager
Talephone Number	**************************************	E-mail Address		
(100) 1 1000 100 100 100 100 100 100 100		maryann.yu	lešodw.ca	
		Cate	Posh	. 2013

Canada

RETURN INSTRUCTIONS

* 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@hrsdc-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

- 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:

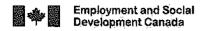
The individual knowledgeable to complete this project was away from the office for 5 business days during this period and will be away on October 16, 2017 for a medical procedure. As we begun work on this project, we were unable to comprehensively compile the data locally because of the requirement to 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 Signatu



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: Reguest 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



If you currently receive marketing and promotional e-mails from CDW Canada and you wish to unsubscribe, <u>click here</u> .
you wish to unsubscribe, <u>chek here</u> .

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)

	i	Province				Cens	us Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	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 Can	ada 🕨			448	Ottawa - Gatineau	2	0	0	2
					N.B. less CMA	A 1	0	0	1
					Total Employ	ees in Canada	•		448



Employment and Social Emploi et Développement Development Canada social Canada

CDW Canada Corp. (certificate # 061354) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group		F	All Employee:	S	Ab	original Peo	ples	Perso	ons with Disa	bilities	Membei	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	38	23	15							16	11	5
	Total	38	23	15							16	11	Ę
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	62	33	29							25	11	14
	Total	62	33	29							25	11	14
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3			_									
Bottom Range: Under \$5,000	2			_									
	1	4	2	2							2	1	1
	Total	4	2	2							2	1	

Page 1 of 3 Canada

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

Total 17 3 14 1 1	1 17 3 14 1 1	Bottom Range: Under \$5,000 2	Top Range: Under \$5,000 3	Clerical Personnel 4	Total 277 221 56 6 6	1 277 221 56 6 6	Bottom Range: Under \$5,000 2	Top Range: Under \$5,000 3	Skilled Sales and Service Personnel 4	Total 43 17 26	1 43 17 26	Bottom Range: Under \$5,000 2	Top Range: Under \$5,000 3	Administrative and Senior Clerical Personnel 4	Total 1 1	1 1	Bottom Range: Under \$5,000 2	Top Range: Under \$5,000 3	Supervisors 4 4	Couperiorian Columbia Coli. 1 Coli. 2 Coli. 3 Coli. 4 Coli. 5 Coli. 6 Coli. 7 (Coli. 6 Coli. 7 (Coli. 7 Coli. 6 Coli. 7 (Coli. 6 Coli. 6 Coli. 7 (Coli. 6 Coli. 6 Coli. 7 (Coli. 6 Coli. 7 (Coli. 6 Coli. 6 Coli. 7 (Coli. 6 Coli. 6 Coli
1					6	6				-1	1									Women Total Men Wo Col. 7 Col. 8 Col. 9 Col
7	7				6 123	6 123				1 25	1 25									men C
1 6	1				97 26	97 26				8 17	8 17									rictal Men Women ol. 11 Col. 12 Col. 13

Page 2 of 3



Form 2 A

Employment and Social Emploi et Développement Development Canada social Canada

Form 2 A

CDW Canada Corp. (certificate # 061354)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group		,	All Employee:	3	Ab	original Peop	les	Perso	ns with Disal	bilities	Member	s of Visible M	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	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

Form 3 A

CDW Canada Corp. (certificate # 061354)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

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

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

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

		All Employees		А	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

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

	Employe	ees promoted (Employees pro	moted during	the year are to	be reported or	nly in the occup	oational groups	in which or to	which they have	e been last pro	moted.)
Occupational Crown		All Employees		А	boriginal Peopl	es	Pers	sons with Disat	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

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

		All Employees		А	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1		1									
Middle and Other Managers	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

					Women		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation		-	ap 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
1021 : College and other vocational instructors	Toronto	3	0	0.0 %	58.0 %	2	-2 Toronto
1112 : Lawyers and Quebec notaries	Toronto	1	1	100.0 %	41.6 %	0	1 Toronto
121 : Authors and writers	Toronto	1	0	0.0 %	53.3 %	1	-1 Toronto
4 : Semi-Professionals and Technicians		4	2	50.0 %	36.8 %	1	1
282 : 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
7 : 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

				_	Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	entation %	Availability %#		Gap #	Recruitment Area
6221 : Technical sales specialists - wholesale trade	Calgary	<u> </u>	0	0.0 %	24.9 %	0	0	Calgary
6221 : Technical sales specialists - wholesale trade	Edmonton	_	0	0.0 %	19.8 %	0	0	Edmonton
6221 : Technical sales specialists - wholesale trade	Montréal	ω	2	66.7 %	31.1%	<u> </u>	_	Montréal
6221 : Technical sales specialists - wholesale trade	N.B. less CMA	_	0	0.0 %	63.3 %	_	<u>.</u>	N.B. less CMA
6221 : Technical sales specialists - wholesale trade	Ottawa - Gatineau	2	0	0.0 %	28.8 %	1	<u>.</u>	Ottawa - Gatineau
6221 : Technical sales specialists - wholesale trade	Toronto	261	51	19.5 %	29.7 %	78	-27	Toronto
6221 : Technical sales specialists - wholesale trade	Vancouver	N	0	0.0 %	28.5 %	_	<u>.</u>	Vancouver
10 : Clerical Personnel		17	14	82.4 %	65.2 %	11	ω	
Employment Equity Occupational Group	Toronto	17	14	82.4 %	65.2 %	1	ω	Toronto
11 : Intermediate Sales and Service Personnel		Ŋ	ω	60.0 %	63.9 %	ω	0	
Employment Equity Occupational Group	Toronto	ហ	ω	60.0 %	63.9 %	ω	0	Toronto
Total		440	143	32.5 %	40.8 %	179	-36	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Detailed Report

002326

Date: 2017-11-09

Aboriginal Peoples

				Aborio	nal Doonlos			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	ntation %	ion Availability % % #	ility #	Gap #	Recruitment Area
01 : Senior Managers		<u> </u>	0	0.0 %	0.4 %	0	0	
Employment Equity Occupational Group	Toronto	_	0	0.0 %	0.4 %	0	0	Toronto
02 : Middle and Other Managers		38	0	0.0 %	0.5 %	0	0	
Employment Equity Occupational Group	Toronto	38	0	0.0 %	0.5 %	0	0	Toronto
03 : Professionals		61	0	0.0 %	0.5 %	0	0	
1111 : Financial auditors and accountants	Toronto	4	0	0.0 %	0.4 %	0	0	Toronto
1112 : Financial and investment analysts	Toronto	8	0	0.0 %	0.2 %	0	0	Toronto
1122 : Professional occupations in business management consulting	Toronto	_	0	0.0 %	0.3 %	0	0	Toronto
1123 : Professional occupations in advertising, marketing and public relations	Toronto	35	0	0.0 %	0.6 %	0	0	Toronto
2147 : Computer engineers (except software engineers and designers)	Calgary	_	0	0.0 %	0.0 %	0	0	Calgary
2147 : Computer engineers (except software engineers and designers)	Toronto	O	0	0.0 %	0.2 %	0	0	Toronto
2171 : Information systems analysts and consultants	Toronto	_	0	0.0 %	0.3 %	0	0	Toronto
4021 : College and other vocational instructors	Toronto	ω	0	0.0 %	0.5 %	0	0	Toronto
4112 : Lawyers and Quebec notaries	Toronto	_	0	0.0 %	0.7 %	0	0	Toronto
5121 : Authors and writers	Toronto	_	0	0.0 %	0.7 %	0	0	Toronto
04 : Semi-Professionals and Technicians		4	0	0.0 %	0.7 %	0	0	
2282 : User support technicians	Toronto	_	0	0.0 %	0.4 %	0	0	Toronto
5241 : Graphic designers and illustrators	Toronto	ω	0	0.0 %	0.7 %	0	0	Toronto
05 : Supervisors		_	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Toronto	_	0	0.0 %	1.0 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		42	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	41	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	_	0	0.0 %	2.1 %	0	0	Vancouver
08 : Skilled Sales and Service Personnel		271	6	2.2 %	0.4 %	_	5	

Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Detailed Report

002327

Date: 2017-11-09

Aboriginal Peoples

Toronto	0	0	0.6 %	0.0 %	0	Sī.	Toronto	Employment Equity Occupational Group
	0	0	0.6 %	0.0 %	0	Oī		11 : Intermediate Sales and Service Personnel
Toronto	_	0	0.7 %	5.9 %	_	17	Toronto	Employment Equity Occupational Group
	_	0	0.7 %	5.9 %	_	17		10 : Clerical Personnel
Vancouver	0	0	1.7 %	0.0 %	0	2	Vancouver	6221 : Technical sales specialists - wholesale trade
Toronto	ъ	_	0.4 %	2.3 %	6	261	Toronto	6221 : Technical sales specialists - wholesale trade
Ottawa - Gatineau	0	0	2.3 %	0.0 %	0	2	Ottawa - Gatineau	6221 : Technical sales specialists - wholesale trade
N.B. less CMA	0	0	3.0 %	0.0 %	0	_	N.B. less CMA	6221 : Technical sales specialists - wholesale trade
Montréal	0	0	0.8 %	0.0 %	0	ω	Montréal	6221 : Technical sales specialists - wholesale trade
Edmonton	0	0	1.8 %	0.0 %	0	_	Edmonton	6221 : Technical sales specialists - wholesale trade
Calgary	0	0	1.1 %	0.0 %	0	1	Calgary	6221 : Technical sales specialists - wholesale trade
Recruitment Area	Gap #	oples Availability 6 #	Aboriginal Peoples ion Avail % %	Aborig entation %	Abo Representation # %	All Employees #	Internal Location	Employment Equity Occupational Group

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Detailed Report

Date: 2017-11-09

Members of Visible Minorities

				:	The state of the s	•	
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Representation # %	entation Availability #	ility Gap	Recruitment Area
01 : Senior Managers		_	0	0.0 %	21.1 %	0 (0
Employment Equity Occupational Group	Toronto	_	0	0.0 %	21.1 %	0	0 Toronto
02 : Middle and Other Managers		38	16	42.1 %	35.7 %	14	2
Employment Equity Occupational Group	Toronto	38	16	42.1 %	35.7 %	14	2 Toronto
03 : Professionals		61	25	41.0 %	38.1 %	23	2
1111 : Financial auditors and accountants	Toronto	4	<u> </u>	25.0 %	53.7 %	2	Toronto
1112 : Financial and investment analysts	Toronto	ω	6	75.0 %	56.6 %	5	1 Toronto
1122 : Professional occupations in business management consulting	Toronto	_	_	100.0 %	39.9 %	0	1 Toronto
1123 : Professional occupations in advertising, marketing and public relations	Toronto	35	12	34.3 %	29.2 %	10	2 Toronto
2147 : Computer engineers (except software engineers and designers)	Calgary	_	0	0.0 %	37.1%	0	0 Calgary
2147 : Computer engineers (except software engineers and designers)	Toronto	0	ω	50.0 %	60.9 %	4	Toronto
2171 : Information systems analysts and consultants	Toronto	_	_	100.0 %	55.0 %	1	0 Toronto
4021 : College and other vocational instructors	Toronto	ω	0	0.0 %	32.8 %	_	Toronto
4112 : Lawyers and Quebec notaries	Toronto	_	_	100.0 %	20.5 %	0	1 Toronto
5121 : Authors and writers	Toronto	_	0	0.0 %	19.8 %	0 (0 Toronto
04 : Semi-Professionals and Technicians		4	2	50.0 %	39.9 %	2 (0
2282 : User support technicians	Toronto	_	0	0.0 %	56.0 %		Toronto
5241 : Graphic designers and illustrators	Toronto	ω	2	66.7 %	34.5 %	_	1 Toronto
05 : Supervisors		_	0	0.0 %	45.8 %	0 (0
Employment Equity Occupational Group	Toronto	_	0	0.0 %	45.8 %	0 (0 Toronto
07 : Administrative and Senior Clerical Personnel		42	24	57.1 %	37.2 %	16 8	8
Employment Equity Occupational Group	Toronto	41	23	56.1 %	37.3 %	15 8	8 Toronto
Employment Equity Occupational Group	Vancouver	<u> </u>	_	100.0 %	35.3 %	0	1 Vancouver
08 : Skilled Sales and Service Personnel		271	118	43.5 %	31.5 %	85 33	ω

Page 5 of 10

Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Detailed Report

002329

Date: 2017-11-09

Members of Visible Minorities

			, _	Members of	Members of Visible Minorities	rities)	
Employment Equity Occupational Group	internal Location	#	# Xepress	# %	% Avail	% #	# 2	Necrululient Alea
6221 : Technical sales specialists - wholesale trade	Calgary	1	0	0.0 %	15.9 %	0	0	Calgary
6221 : Technical sales specialists - wholesale trade	Edmonton	<u> </u>	0	0.0 %	10.0 %	0	0	Edmonton
6221 : Technical sales specialists - wholesale trade	Montréal	ω	0	0.0 %	12.4 %	0	0	Montréal
6221 : Technical sales specialists - wholesale trade	N.B. less CMA	_	0	0.0 %	2.1 %	0	0	N.B. less CMA
6221 : Technical sales specialists - wholesale trade	Ottawa - Gatineau	2	0	0.0 %	13.0 %	0	0	Ottawa - Gatineau
6221 : Technical sales specialists - wholesale trade	Toronto	261	118	45.2 %	32.1 %	84	34	Toronto
6221 : Technical sales specialists - wholesale trade	Vancouver	2	0	0.0 %	32.7 %	_	<u>.</u>	Vancouver
10 : Clerical Personnel		17	7	41.2 %	48.1 %	8	<u>.</u>	
Employment Equity Occupational Group	Toronto	17	7	41.2 %	48.1 %	&	<u>.</u>	Toronto
11 : Intermediate Sales and Service Personnel		5	ω	60.0 %	48.9 %	2	_	
Employment Equity Occupational Group	Toronto	Сī	ω	60.0 %	48.9 %	2	<u> </u>	Toronto
Total		440	195	44.3 %	34.2 %	150	45	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Detailed Report

002330

Date: 2017-11-09

Persons with Disabilities

				Persons	Persons with Disabilities	es		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	entation %	Availability %#	ability Gap ###		Recruitment Area
01/02 : Managers		39	0	0.0 %	5.9 %	2	-2	
Employment Equity Occupational Group	Ontario	39	0	0.0 %	5.9 %	2	. 2	Ontario
03 : Professionals		61	0	0.0 %	3.6 %	2	'n	
Employment Equity Occupational Group	Alberta	_	0	0.0 %	4.3 %	0	0 ≜	Alberta
Employment Equity Occupational Group	Ontario	60	0	0.0 %	3.6 %	2	. 2	Ontario
04 : Semi-Professionals and Technicians		4	0	0.0 %	5.2 %	0	0	
Employment Equity Occupational Group	Ontario	4	0	0.0 %	5.2 %	0	0 0	Ontario
05 : Supervisors		_	0	0.0 %	17.9 %	0	0	
Employment Equity Occupational Group	Ontario	_	0	0.0 %	17.9 %	0	0 0	Ontario
07 : Administrative and Senior Clerical Personnel		42	<u> </u>	2.4 %	3.2 %	_	0	
Employment Equity Occupational Group	British Columbia	_	0	0.0 %	3.8 %	0	0 Br	British Columbia
Employment Equity Occupational Group	Ontario	41	_	2.4 %	3.2 %	_	0	Ontario
08 : Skilled Sales and Service Personnel		271	6	2.2 %	3.4 %	9	ယ်	
Employment Equity Occupational Group	Alberta	2	0	0.0 %	4.8 %	0	0 <u>A</u>	Alberta
Employment Equity Occupational Group	British Columbia	2	0	0.0 %	3.3 %	0	0 Br	British Columbia
Employment Equity Occupational Group	New Brunswick	_	0	0.0 %	7.9 %	0	0	New Brunswick
Employment Equity Occupational Group	Ontario	263	თ	2.3 %	3.4 %	9	<u>မ</u> ဝ	Ontario
Employment Equity Occupational Group	Québec	ယ	0	0.0 %	1.8 %	0	0 Q	Québec
10 : Clerical Personnel		17	0	0.0 %	8.4 %	_	_	
Employment Equity Occupational Group	Ontario	17	0	0.0 %	8.4 %	_	<u>.</u>	Ontario
11 : Intermediate Sales and Service Personnel		Ŋ	_	20.0 %	7.4 %	0	<u> </u>	
Employment Equity Occupational Group	Ontario	O	_	20.0 %	7.4 %	0	1 0	Ontario

002331

Date: 2017-11-09

Persons with Disabilities

Total	Employment Equity Occupational Group
	Internal Location
440	All Employees #
∞	Persor Representation # %
8 1.8% 3.9%	Persons w ntation %
3.9 %	Persons with Disabilities htation Availabilit % %
15	ities lability #
-7	Gap #
	Recruitment Area

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

Total may not equal sum of components due to rounding.

Page 8 of 10



Workplace Equity Information Management System - CDW Canada Corp.

002332

Workforce Analysis - Detailed Report

Date: 2017-11-09

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

Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Detailed 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)



Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Summary Report

Date: 2017-11-09

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	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	
Tatal	440	140	20 F 0/	40.9.0/	170		
Total	440	143	32.5 %	40.8 %	179	-36	

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Summary Report

Date: 2017-11-09

Aboriginal Peoples

			Aborigi	Aboriginal Peoples			
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	oility	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	0	0.0 %	0.4 %	0	0	
02 : Middle and Other Managers	38	0	0.0 %	0.5 %	0	0	
03 : Professionals	61	0	0.0 %	0.5 %	0	0	
04 : Semi-Professionals and Technicians	4	0	0.0 %	0.7 %	0	0	
05 : Supervisors	_	0	0.0 %	1.0 %	0	0	
07 : Administrative and Senior Clerical Personnel	42	0	0.0 %	0.8 %	0	0	
08 : Skilled Sales and Service Personnel	271	6	2.2 %	0.4 %	<u> </u>	5	
10 : Clerical Personnel	17	<u> </u>	5.9 %	0.7 %	0	<u> </u>	
11 : Intermediate Sales and Service Personnel	_ت	0	0.0 %	0.6 %	0	0	
Total	440	7	1.6 %	0.5 %	_	6	

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Summary Report

Date: 2017-11-09

Members of Visible Minorities

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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Summary Report

Date: 2017-11-09

Persons with Disabilities

			Persons w	Persons with Disabilities	•	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	ility	Gap
	#	#	%	%	#	#
01/02 : Managers	39	0	0.0 %	5.9 %	2	-2
03 : Professionals	61	0	0.0 %	3.6 %	2	۵
04 : Semi-Professionals and Technicians	4	0	0.0 %	5.2 %	0	0
05 : Supervisors	<u> </u>	0	0.0 %	17.9 %	0	0
07 : Administrative and Senior Clerical Personnel	42	_	2.4 %	3.2 %	_	0
08 : Skilled Sales and Service Personnel	271	6	2.2 %	3.4 %	9	Ġ
10 : Clerical Personnel	17	0	0.0 %	8.4 %	_	1
11 : Intermediate Sales and Service Personnel	O I	1	20.0 %	7.4 %	0	
Total	440	œ	1.8 %	3.9 %	15	7.

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - CDW Canada Corp.

Workforce Analysis - Summary Report

Date: 2017-11-09

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

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Workplace Equity Information Management System - CDW Canada Corp.

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)



Data from l	Previous Workf	orce Analysis
\	\	\

Date of P	revious Workfore	e Analysis
YYYY	MM	DD
2014	09	30

Data from	Current Workfo	rce Analysis
\downarrow	\downarrow	\downarrow

Date of C	urrent Workfored	Analysis
YYYY	MM	DD
2017	09	30

]	Table 1: Womei	n
		Previ	ous Workforce An	alysis
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Wor	nen
Embio	yment Equity Occupational Group (EEOG)		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

7	Table 5: Women	l
Curr	ent Workforce Ana	ılysis
All Employees	Won	nen
	Representation	Availability*
#	#	%
1	1	27.2
38	15	40.5
61	29	54.3
4	2	53.0
1	0	0.0
0	0	0.0
42	25	80.1
271	53	29.8
0	0	0.0
17	14	65.2
5	3	63.9
0	0	0.0
0	0	0.0
0	0	0.0
440	142	0.0

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Data from Previous Workforce Analysis

Data from Current Workforce Analysis

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YYYY 2014

Date of Previous Workforce Analysis

09 MM

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Date of Current Workforce Analysis

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		L'able.	Table 2: Aboriginal Peoples	Peoples	1 able 0	Table 6: Aboriginal Feobles
		Previo	Previous Workforce Analysis	nalysis	Curre	Current Workforce Analysis
Fmoloyment	Employment Famity Occupational Group (FFOG)	All Employees	Aborigin	Aboriginal Peoples	All Employees	Aboriginal Peoples
Employment	Equity Occupational Group (EEGO)		Representation	Availability*		Representation
		#	#	9%	#	#
01 Senion	Senior Managers	2	0	0.4		
02 Middl	Middle & Other Managers	28	0	0.5	38	
03 Profes	Professionals	46	0	0.5	61	
04 Semi-]	Semi-Professionals & Technicians	2	0	0.6	4	
05 Supervisors	visors	6	0	1.0		
06 Super	Supervisors: Crafts & Trades	0	0	0.0	0	
07 Admir	Administrative & Senior Clerical Personnel	7	0	0.8	42	
08 Skilled	Skilled Sales & Service Personnel	253	9	0.4	271	
09 Skilled	Skilled Crafts & Trades Workers	0	0	0.0	0	
10 Cleric	Clerical Personnel	40	1	0.7	17	
11 Intern	Intermediate Sales & Service Personnel	3	0	0.6	5	
12 Semi-	Semi-Skilled Manual Workers	0	0	0.0	0	
13 Other	Other Sales & Service Personnel	0	0	0.0	0	
14 Other	Other Manual Workers	0	0	0.0	0	
Total		387	7	0.0	440	

2017	09	30
Table	[able 6: Aboriginal P	eoples

0.4	0	
%	#	#
Availability*	Representation	
Aboriginal Peoples	Aborigin	All Employees
nalysis	Current Workforce Analysis	Curr
Peoples	Fable 6: Aboriginal Peoples	Table

Table	Cable 6: Aboriginal Peoples	eoples
Curre	Current Workforce Analysis	alysis
All Employees	Aboriginal Peoples	l Peoples
	Representation	Availability*
#	#	%
1	0	0.4
38	0	0.5
61	0	0.5
4	0	0.7
1	0	1.0
0	0	0.0
42	0	0.8
271	6	0.4
0	0	0.0
17	1	0.7
5	0	0.6
0	0	0.0
0	0	0.0
0	0	0.0
440	7	0.0

* Source:

Data from Previous Workforce Analysis

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YYYY 2014

Date of Previous Workforce Analysis

09 MM

DD 30

	195	440	0.0	167	387		Total
	0	0	0.0	0	0	Other Manual Workers	14
	0	0	0.0	0	0	Other Sales & Service Personnel	13
	0	0	0.0	0	0	Semi-Skilled Manual Workers	12
	3	5	48.9	2	3	Intermediate Sales & Service Personnel	11
	7	17	48.1	21	40	Clerical Personnel	10
	0	0	0.0	0	0	Skilled Crafts & Trades Workers	09
	118	271	31.5	107	253	Skilled Sales & Service Personnel	80
	24	42	37.3	4	7	Administrative & Senior Clerical Personnel	07
	0	0	0.0	0	0	Supervisors: Crafts & Trades	06
	0		45.8	2	6	Supervisors	05
	2	4	45.3	1	2	Semi-Professionals & Technicians	04
	25	61	35.3	17	46	Professionals	03
	16	38	35.7	13	28	Middle & Other Managers	02
	0		21.1	0	2	Senior Managers	01
9/0	#	#	%	#	#		
Availabi	Representation		Availability*	Representation		Employment Equity Occupational Group (EEGO)	Time Company
sible Minor	Members of Visible Mino	All Employees	ible Minorities	Members of Visible Minorities	All Employees	nyment Famity Occupational Crown (FFOC)	Fmpl
alysis	Current Workforce Analysis	Curre	alysis	Previous Workforce Analysis	Previo		
le Minori	Table 7: Members of Visible Minor	Table 7: Mei	e Minorities	Cable 3: Members of Visible Minorities	Table 3: Me		
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	2	4
	25	61
	16	38
	0	1
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Availability*	Representation	
ible Minorit	Members of Visible Minorities	All Employees
ilysis	Current Workforce Analysis	Curre
C TATHOLINE	THE PROPERTY OF VISIBLE PRINCIPLES	Table 1. Itte

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MM	Date of Current Workforce Analysis	←	Data from Current Workforce Analysis
DD	Analysis	←	rce Analysis

0.0	7	387	
0.0	0	0	Other Manual Workers
0.0	0	0	Other Sales & Service Personnel
0.0	0	0	Semi-Skilled Manual Workers
7.4	1	သ	Intermediate Sales & Service Personnel
8.4	0	40	Clerical Personnel
0.0	0	0	Skilled Crafts & Trades Workers
3.4	4	253	Skilled Sales & Service Personnel
3.2	1	7	Administrative & Senior Clerical Personnel
0.0	0	0	Supervisors: Crafts & Trades
17.9	0	6	Supervisors
5.2	0	2	Semi-Professionals & Technicians
3.6	0	46	Professionals
5.9	1	30	Managers
%	#	#	
Availability*	Representation		syment Edun's Occupational Otoup (EEOO)
Disabilities	Persons with Disabilities	All Employees	wment Family Occumational Crown (FFOC)
alysis	Previous Workforce Analysis	Previo	
sabilities	Table 4: Persons with Disabilities	Table 4: 1	

04 05 06 07 07 08 09

Employment Equity Occupation

Table 8: 1	2017
Table 8: Persons with Disabilities	09
isabilities	30

440	0	0	0	5	17	0	271	42	0	1	4	61	39	#		All Employees	Curr	Table 8:	
8	0	0	0	0	1	0	9	1	0	0	0	0	0	#	Representation	Persons with Disabilities	Current Workforce Analysis	Fable 8: Persons with Disabilities	
0.0	0.0	0.0	0.0	7.4	8.4	0.0	3.4	3.2	0.0	17.9	5.2	3.6	5.9	%	Availability*	Disabilities	alysis	isabilities	

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Part 2: Flow Data Analysis

CDW Canada Corp

Nov 10 2017

	0	81	273	0	0	29	62	0	2 0	7 112	327	Total
	0	0	0	0	0	0	0	0) 0) 0	0	14 Other Manual Workers
		0	0	0	0	0	0	0	<u>)</u> 0	<u>)</u> 0		13 Other Sales & Service Personnel
	0	0	0	0	0	0	0	0	<u>)</u>	<u>)</u>	-	12 Semi-Skilled Manual Workers
	<u> </u>	0	0	0	0	0	0	0				11 Intermediate Sales & Service Personnel
<u>)</u> 0	0	3	7	0	0		1	0	1 0	5	(A	10 Clerical Personnel
) 0	0	0	0	0	0	0	0	0	<u>)</u>	<u>)</u> 0		09 Skilled Crafts & Trades Workers
) 0	- 0	56	216	0	0	0	10	0	5 0) 65	250	08 Skilled Sales & Service Personnel
) 0	0	ر. د	6	0	0		9	0	0	7 13	17	07 Administrative & Senior Clerical Personnel
) 0	-	0	0	0	0	4	0	0) 0) 0	0	06 Supervisors: Crafts & Trades
<u>)</u>	-	0	_	0	0		1	0	<u>)</u> 0	<u>)</u>	0	05 Supervisors
0	. 0	0	2	0	0	0	0	0	. 0	4 2	4	04 Semi-Professionals & Technicians
) 0	0	14	34	0	0	15	26	0	2 0	5 22	45	03 Professionals
) 0	. 	2	6	0	0	7	15	0	5 0	5	01	02 Middle & Other Managers
0	- 0			0	0	0	0	0	<u>)</u> 0	<u>)</u> 0	0	01 Senior Managers
#	#	#	#	#	#	#	#	#	#	#	#	
Women Terminated	All Employees Terminated	Women Terminated	All Employees Terminated	Women Promoted	All Employees Promoted	Women Promoted	All Employees Promoted	Women Hired	All Employees Hired	Women Hired	All Employees Hired	Employment Equity Occupational Group (EEOG)
Part-time / National	Part-time	Full-time / National	Full-time	Part-time / National	Part-time	/ National	Full-time / Nati	Part-time / National	Part-time	Full-time / National	Full-time	
	: Women	Table 9:			Women	Table 5:			Table 1: Women	Table 1		
←	+	←	+	←		←	←	←	←	←	←	
	Terminated	Term			Promoted	Pron			Hired	Н		
doyees	m 6 - Emp	Data from Form 6 - Employees	Data	loyees	Form 5 - Employees	Data from Forn	Data	loyees	Data from Form 4 - Employees	from For	Data	
					30	09	2017	30	09	2014		
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Part 2: Flow Data Analysis

CDW Canada Corp

Nov 10 2017

	Start Date of Flow Data	Flow Data	End Date of Flow Data	<u> </u>		
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	2014 09	30	2017 09	30		
	Data from Form 4 - Employees	Implovees	Data from Form 5 -	- Employees	Data from Form 6 - Employees	6 - Employees
	Hired	•		ed	Terminated	ated
	← ←	←	+	+	+	+
	Table 2: Aboriginal Peoples	Peoples	Table 6: Aborigi	Aboriginal Peoples	Table 10: Aboriginal Peoples	ginal Peoples
	Full-time / National Part-	Part-time / National	Full-time / National P	Part-time / National	Full-time / National	Part-time / National
Employment Equity Occupational Group (EEOG)	All Aboriginal All Employees Peoples Hired Hired All	Aboriginal yees Peoples Hired	All Aboriginal Employees Peoples Expromoted Promoted Prom	All Aboriginal Employees Peoples Promoted Promoted	All Aboriginal Employees Peoples Terminated Terminated T	All Aboriginal Employees Peoples Terminated Terminated
	# # #	#	# #	#	#	#
01 Senior Managers		0			1 0	0
02 Middle & Other Managers 03 Professionals	45 0	0 0	15 0 26 0	0 0	6 0	0 0
04 Semi-Professionals & Technicians		0 0				0
05 Supervisors	0 0	0 0	1 0	0 0	1 0	0 (
06 Supervisors: Crafts & Trades						0
08 Skilled Sales & Service Personnel	250 0	0 0	10	0 0	216	0 0
	0	0	0			0
10 Clerical Personnel	5 0	0 0	1 0	0 0	7 0	0
11 Intermediate Sales & Service Personnel	1 0	0	0 0	0 0	0 0	0 (
12 Semi-Skilled Manual Workers	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 (
14 Other Manual Workers	0 0	0 0	0 0	0 0	0 0	0 (
Total	327 0	0 0	62 1	0	273 0	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

CDW Canada Corp

Nov 10 2017

01 Senior Managers 02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Technicians 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Senior Clerical Personnel 08 Skilled Sales & Service Personnel 09 Skilled Crafts & Trades Workers 10 Clerical Personnel 11 Intermediate Sales & Service Personnel 12 Semi-Skilled Manual Workers 13 Other Sales & Service Personnel 14 Other Manual Workers Total	Employment Equity Occupational Group (EEOG)
250 0 0 0 17 250 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Data from For H Table 3: Person Full-time / National Employees Hired #####
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Start Date of Flow Data YYYY MM DD 2014 09 30 Data from Form 4 - Employees Hired U Disabilities Hired All Persons with Disabilities Hired Disabilities Hired Hired Disabilities Hired Hired Hired ###################################
115 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	End Date of Flow Data YYYY MM E 2017 09 3 Data from Form 5 - Promoted U U U Table 7: Persons with Full-time / National Par All Persons with Employces Promoted Promote
• · · · · · · · · · · · · · · · · · · ·	of Flow Data MM DD 09 30 n Form 5 - Employees Promoted U U U ersons with Disabilities tional Part-time / National ons with All Persons with abilities Employees Disabilities omoted Promoted Promoted # # # # # #
1 0 6 0 34 0 2 0 1 0 0 0 0 0 216 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Data from Form 6 - Employees Terminated U Table 11: Persons with Disabiliti Full-time / National Part-time / National Part-time / National Part-time / National Persons with Disabilities Employees Disabilities Terminated Termin
• · · · · · · · · · · · · · · · · · · ·	nated U With Disabilities Part-time / National All Employees Terminated # # # # # # #

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C	ederal Contractors Program Achievement Table	
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Part 2: Flow Data Analysis

CDW Canada Corp

Nov 10 2017

2014	AAAA	Start
09	MM	Start Date of Flow Data
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2017	YYYY	End I
09	MM	End Date of Flow Date
30	aa	Data

Data from Form 4 - Employees Hired

Promoted

Table 4: Members of Visible Min

Full-time / National

Part-time / N

	0	<u> </u>	27	62	<u> </u>
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0		_	0
	0	0	0	0	0
	0	0	3	10	0
	0	0	7	9	0
	0	0	0	0	0
	0	0	0	_	0
	0	0	0	0	0
	0	0	=	26	0
	0	0	5	15	0
	0	0	0	0	0
	#	#	#	#	#
Em Ten	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	embers of Visible Imorities Hired
Ŧ	/ National	Part-time / National	/National	Full-time / National	ational
Tal	Ainorities	f Visible N	Table 8: Members of Visible Minorities	Table 8:	norities
	•	•	•	•	•

112

14 Other Manual Workers

13 Other Sales & Service Personnel

Semi-Skilled Manual Workers Intermediate Sales & Service Personnel 09 80

Skilled Crafts & Trades Workers Skilled Sales & Service Personnel 07 90 05 04 03

Administrative & Senior Clerical Personnel

250

00000000

Supervisors: Crafts & Trades

Supervisors

Semi-Professionals & Technicians

10 Clerical Personnel

02

Middle & Other Managers

Senior Managers

Professionals

Employment Equity Occupational Group

Employees

Visible Minorities Members of

Employees

Hired

Hired

Hired

Data from Form 5 - Employees Data from Form 6 - Employees

Terminated

0	0	0	0
0	0	0	0
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0	0	0	0
0	0	94	216
0	0	2	6
0	0	0	0
0	0		_
0	0		2
0	0	14	34
0	0	ن	6
0	0	0	_
#	#	#	#
Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated	All mployees erminated
/ National	Part-time / National	National	Full-time / National
Minorities	able 12: Members of Visible Minorities	Members	able 12:
←	€	←	+

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

	Other Manual Workers	Other Sales & Service Personnel	Semi-Skilled Manual Workers	Intermediate Sales & Service Personnel	Clerical Personnel	Skilled Crafts & Trades Workers	Skilled Sales & Service Personnel	Administrative & Senior Clerical Personnel	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Technicians	Professionals	Middle & Other Managers	Senior Managers		loyment Equity Occupational Group (EEOG)									
0	0	0	0	0	2	0	0	_	0	0	_	7	7	0	#	Short-term Goals			2014	YYYY	From	Short-term	Du	←	
0.0	0.0	0.0	0.0	0.0	0.0	0.0	29.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	n Goals	Women	Table 1: Women	2017	YYYY	To	term	Duration of Previous Goals	(Data from Previous Goals
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Long-te	nen	Women	2014	YYYY	From	Long	revious Goz	←	evious Go
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Long-term Goals				AAAA	To	Long-term	ds	←	pals
0	0)		-)	9			0	4		0	#	Short-te			2017	YYYY	From	Shor		←	
0.0	0.0	0.0	0.0	0.0	0.0	0.0	29.8		0.0	0.0	0.0	0.0	0.0		9%	term Goals	We	Table 5	2020	YYYY	To	ort-term	Duration of	←	ata from (
) 0	0	- 0	- 0	0	- 0	- 0	- C	0	0	- 0	- 0	- 0	0	- 0	#	Long-te	Women	Table 5: Women	2017	YYYY	From	Long	Duration of Current Goals	←	Data from Current 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	%	Long-term Goals				YYYY	To	Long-term	ıls	←	_

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

	←	D
Duration of Previous Goa	←	Data from Previous Goals
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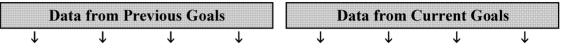
0	2014	2017	2014
YYYY	YYYY	YYYY	YYYY
To	From	To	From
Long-term	Long	-term	Short-term
ls	Duration of Previous Goals	uration of P	D

0	2017	2020	2017
YYYY	YYYY	YYYY	YYYY
To	From	To	From
Long-term	Suor	-term	Short-term
ls	Duration of Current Goals	Juration of C	D

		Tabl	le 2: Abor	Table 2: Aboriginal Peoples	oles	Tab	Table 6: Abori	,
			Aboriginal Peoples	d Peoples			Aborigina	~
oloyment	oloyment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals	Short-term Goals	m Goals	
		#	%	#	%	#	9/0	
Senio	Senior Managers	0	0.0	0	0.0	0	0.0	
Midd	Middle & Other Managers	0	0.0	0	0.0	0	0.0	
Profes	Professionals	0	0.0	0	0.0	0	0.0	
Semi-	Semi-Professionals & Technicians	0	0.0	0	0.0	0	0.0	
Supervisors	visors	0	0.0	0	0.0	0	0.0	
Super	Supervisors: Crafts & Trades	0	0.0	0	0.0	0	0.0	
' Admi	Administrative & Senior Clerical Personnel	0	0.0	0	0.0	0	0.0	
Skille	Skilled Sales & Service Personnel	0	0.0	0	0.0	0	0.0	
Skille	Skilled Crafts & Trades Workers	0	0.0	0	0.0	0	0.0	
Cleric	Clerical Personnel	0	0.0	0	0.0	0	0.0	
Intern	Intermediate Sales & Service Personnel	0	0.0	0	0.0	0	0.0	
Semi-	Semi-Skilled Manual Workers	0	0.0	0	0.0	0	0.0	
Other	Other Sales & Service Personnel	0	0.0	0	0.0	0	0.0	
Other	Other Manual Workers	0	0.0	0	0.0	0	0.0	
		0	0.0	0	0.0	0	0.0	

Abori Short-term Goals	Aboriginal	Peoples Long-term Goals	1 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
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
ار	0.0	0).0

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



D	uration of P	revious Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	0

D	Ouration of C	Current Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	0

			Persons versons with	with Disab	ilities
Emplo	yment Equity Occupational Group (EEOG)	Short-tern		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	o	0.0	0	0.0
08	Skilled Sales & Service Personnel	5	0.0	0	0.0
09	Skilled Crafts & Trades Workers	o	0.0	ol	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 v	with Disab	ilities
Pe	ersons with	Disabilities	
Short-tern	ı Goals	Long-terr	n 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
o	0.0	0	0.0
o	0.0	0	0.0
o	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

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

0.0	0	0.0	0	0.0	0	0.0	0	Other Manual Workers
0.0	0	0.0	0	0.0	0	0.0	0	Other Sales & Service Personnel
0.0	0	0.0	0	0.0	0	0.0	0	Semi-Skilled Manual Workers
0.0	0	0.0	0	0.0	0	0.0	0	Intermediate Sales & Service Personnel
0.0	0	0.0	0	0.0	0	0.0	0	Clerical Personnel
0.0	0	0.0	0	0.0	0	0.0	0	Skilled Crafts & Trades Workers
0.0	0	0.0	(J)	0.0	0	0.0	0	Skilled Sales & Service Personnel
0.0	0	0.0	0	0.0	0	0.0	0	Administrative & Senior Clerical Personnel
0.0	0	0.0	0	0.0	0	0.0	0	Supervisors: Crafts & Trades
0.0	0	0.0	0	0.0	0	0.0	1	Supervisors
0.0	0	0.0	0	0.0	0	0.0	0	Semi-Professionals & Technicians
0.0	0	0.0	2	0.0	0	0.0	0	Professionals
0.0	0	0.0	2	0.0	0	0.0	0	Middle & Other Managers
0.0	0	0.0	0	0.0	0	0.0	0	Senior Managers
%	#	%	#	%	#	%	#	
n Goals	Long-term Goals	-term Goals	Short-ter	Long-term Goals	Long-ter	Short-term Goals	Short-te	loyment Equity Occupational Group (EEOG)
es	Members of Visible Minorities	mbers of Vis	Me	ities	Members of Visible Minorities	mbers of Vi	Me	
inorities	Members of Visible Minorities	Members o	Table 8: N	Minorities	Members of Visible Minorities	Members o	Table 4: [
0	2017	2020	2017	0	2014	2017	2014	
AYYY	YYYY	YYYY	AAAA	AAAA	YYYY	AAAA	AAAA	
To	From	To	From	To	From	To	From	
erm	Long-term	ort-term	Short	Long-term	Long	Short-term	Short	
	Duration of Current Goals	uration of C	D	ils	Duration of Previous Goals	uration of P	D	
←	←	←	←	←	←	←	←	
Is	Data from Current Goals	ita from C	Da	als	Data from Previous Goals	ta from Pi	Da	

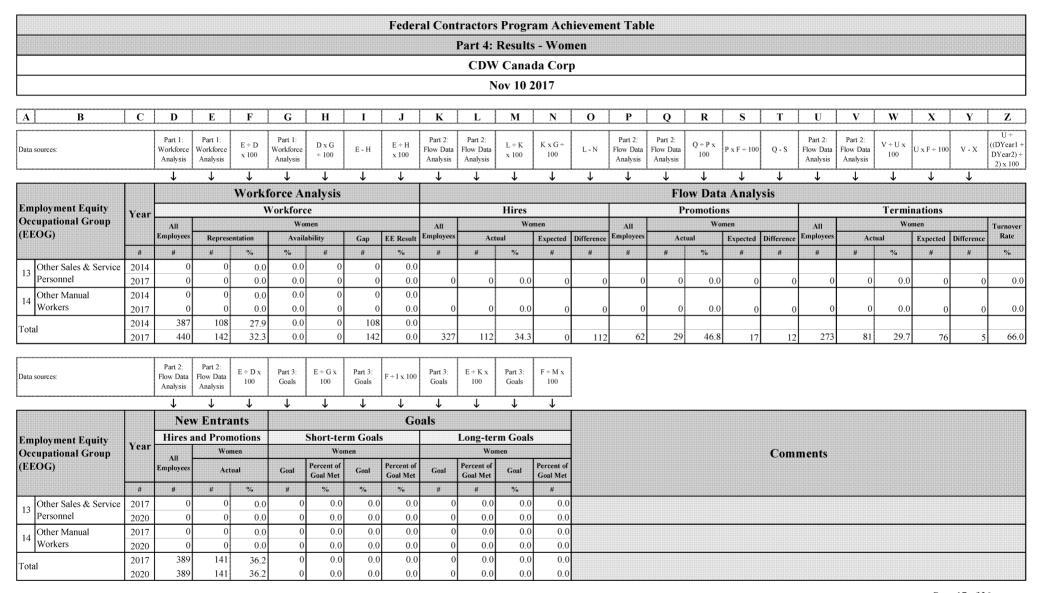
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03 F		02		01		(EEOG)	Occu	Emp			Data sources		03 1	1 20		-	21		(EEOG)	Cen	Ещр			Data sources:	Α				
Professionals	ividiiageis	Middle & Other		Senior Managers		Ğ	Occupational Group	Employment Equity			urces:		Professionals	Managers	Middle & Other	Sellioi Malageis			\mathcal{L}	Occupational Group	Employment Equity			urces:					
als		Other		nagers			Group	Equity					<u>al</u>		Other	Hagers				Group	Equity				В				
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### Flow Data Analysis Part 2							#	Percent of Goal Met	,	s		←	F+Mx 100							71:	Expected	th Disabilitie			←	K x G+	Z	2017	da Cor	ns with	am Ac
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Nov 10 2017	CDW Canada Corp	Part 6: Results - Persons with Disabilities	Federal Contractors Program Achievement Table
17	1 Corp	with Disabilities	n Achievement Table

Trades Workers	Skilled Crafts &	Service Personnel	08 Skilled Sales &	Senior Clerical	07 Administrative &		(EEOG)	Occupational Group	Employment Fauity			Data sources:	O9 Trades Workers	Skilled Crafts &	08 Skilled Sales & Service Personnel		Administrative &		(EEOG)	Occupational Group	Employment Equity			Data sources:	A B				
2020	2017	2020	2017	2020	2017	*		Year					2017	2014	2014	2017	2014	#			Year				C				
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0.0	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met]	s		←	F÷Mx 100	0		9			#	Expected	Persons with Disabilities			←	K x G +	Z	2017	CDW Canada Corp	ns with	am Acl
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													0.0		0.0	0.0		9%	Actual	Persons wit	Promotions	ow Dat	←	Q ÷ P x 100	R				
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0.0	0.0	0.0	0.0		0.0	%	Goal	Persons with Disabilities	Short-term Goals		-	Part 3: Goals	0	0	0 -	0	-5	#	Gap	S			←	Е-Н	I				
0.0	0.0	0.0	0.0		0.0	%	Percent of Goal Met		s	G	←	F÷1 x 100	0.0	0.0	450.5	70.0	0.0	*	EE Result				←	E+H x100	J			P	Feder
0	0	0	0		0	11:	Goal			Goals	←	Part 3: Goals	0		_	5		#	Employees	· All			←	Part 2: Flow Data Analysis	K			Part 6: Results - Persons with Disabil	Federal Contractors Program Achievemen
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0.0	0.0	0.0	0.0		0.0	#	Percent of Goal Met		-		←	F÷Mx 100	0		0	0		#	Expected	Persons with Disabilities			←	K x G ÷	Z	2017	CDW Canada Corp	ns with	am Act
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													0		0	0		*	Expected 1	Disabilities	ations		←	U x F + 100	X				
													0		0	_		#	Difference				←	X - V	Y				
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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 \mathbf{Z} В \mathbf{C} D \mathbf{E} F G Н K M N O Р o S \mathbf{T} U \mathbf{V} W R X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Part 2: Part 2: $E \div D$ DxG K x G÷ $Q \div P x$ (DYear1 $\mathrm{E}\div\mathrm{H}$ $L \div K$ Workforce Workforce Workforce E - H Flow Data Flow Data L-N Flow Data Flow Data P x F ÷ 100 Q - S Flow Data Flow Data UxF ÷ 100 V - X Data sources x 100 x 100 100 100 DYear2) ÷ ÷ 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities All Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All Turnovei (EEOG) Employee Employed Employee Employee Rate Representation Availability EE Result Actual Difference Actual Expected Difference Actual Expected Difference Gap Expected % % % % % % % # Other Sales & Service 2014 0.0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 2017 Other Manual 2014 0.0 0.0 0.0 Workers 0.0 0.0 2017 0.0 0.0 0 0.0 0.0 0.0 387 0.0 0.0 2014 1.8 Total 2017 440 1.8 0.0 0.0 327 1.2 62 0 0.0 273 3 1.1 66.0 -2 Part 2: Part 2: $E \div D x$ Part 3: $E \div G \; x$ Part 3: $E \div K x$ Part 3: $F \div M x$ Part 3: F ÷ I x 100 Data sources Flow Data Flow Data Goals Goals Goals 100 Goals Analysis Analysis 1 **New Entrants** Goals **Hires and Promotions** Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities (EEOG) Employees Percent of Percent of Percent of Percent of Actual Goal Goal Met Goal Met Goal Met Goal Met % % % Other Sales & Service 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Personnel 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Other Manual 2017 0.0 0.0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2020 389 1.0 0.0 0.0 0.0 0.0 0.0 0.0 2017 Total 2020 389 1.0 0.0 0.0 0.0 0.0 0.0 0.0

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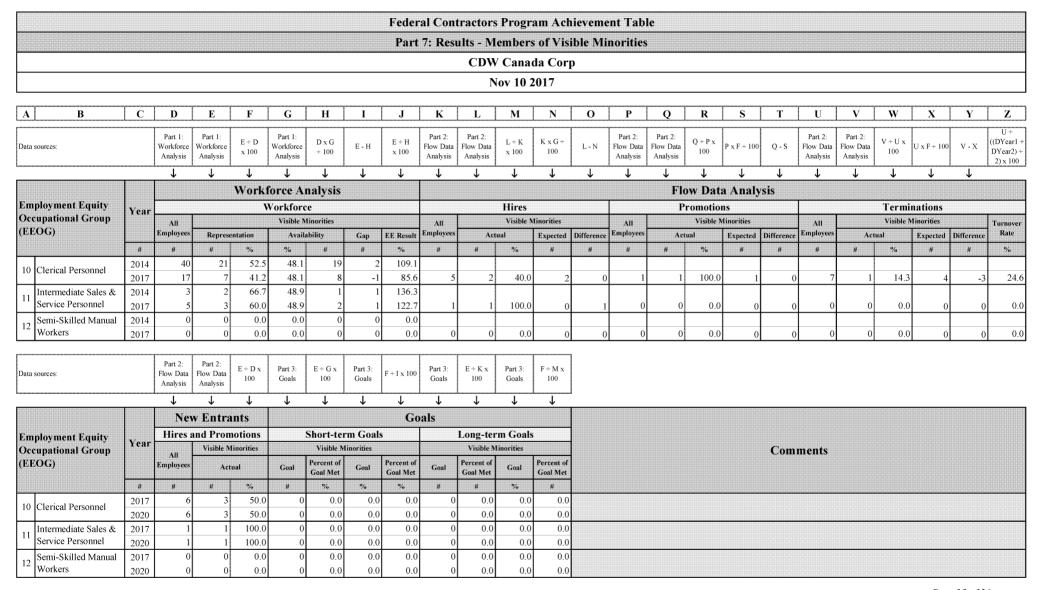
Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
CDW Canada Corp
Nov 10 2017

03 Profes	Managers	02 Middl	01 361101			(EEOG)	Occupatio	Employm			Data sources:		03 Profes	02 Managers		01 361101	01 6		(EEOG)	Occupati	Employm			Data sources:	Α				
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40.8	Ī		0.0	0.0	9/6	Actual	Visible Minorities	motions	ants	←	E+Dx 100	41.0	37.0		46.4	0.0	0.0	9/6	Representation			Work	←	E + D x 100	F				
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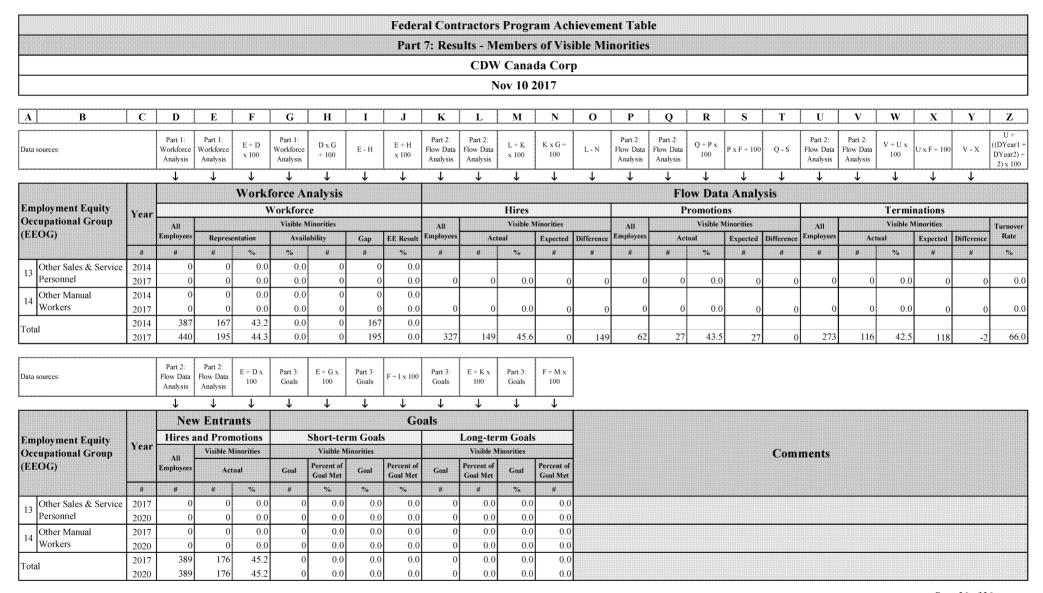
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ole Minorities	Part 7: Results - Members of Visible M	lembers	ults - N	t 7: Re:	Par									
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Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities **CDW Canada Corp** Nov 10 2017 \mathbf{Z} В \mathbf{C} D F G Н K M N O Р o S \mathbf{T} U \mathbf{V} W E R X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Part 2: Part 2: $E \div D$ K x G÷ $Q \div P x$ (DYearl -DxG $\mathrm{E}\div\mathrm{H}$ $L \div K$ Workforce Workforce E - H Flow Data Flow Data L-N Flow Data P x F ÷ 100 O - S Flow Data Flow Data J x F ÷ 100 V - X Data sources Workforce Flow Data x 100 100 100 DYear2) ÷ ÷ 100 $\times 100$ x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities All Visible Minorities Visible Minorities Visible Minorities All All All Turnovei (EEOG) Employee Employed Employee Employee Rate Representation Availability EE Result Difference Actual Difference Actual Expected Difference Gap Actual Expected Expected # % % # # % % % % % 57. 37.3 153.2 Administrative & 2014 Senior Clerical 42 24 57. 37.2 77.8 33.3 24.5 153.6 17 41.2 2017 253 27 Skilled Sales & 2014 107 42.3 31.5 80 134.3 Service Personnel 271 118 43.5 85 33 2017 31.5 138.2 250 118 47.2 79 39 30.0 216 94 43.5 91 82.4 0.0 Skilled Crafts & 2014 0.0 0.0 Trades Workers 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 Part 2: Part 2: $E \div D x$ Part 3: $E \div G \; x$ Part 3: $E \div K x$ $F \div M x$ Part 3: Part 3: F ÷ I x 100 Data sources Flow Data Flow Data Goals Goals Goals 100 Goals Analysis Analysis 1 **New Entrants** Goals **Hires and Promotions** Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met # % % % % # % 26 14 53.8 0.0 0.0 Administrative & 2017 0.0 0.0 0.0 0.0 Senior Clerical 26 14 53.8 0.0 0.0 0.0 0.0 2020 0.0 0.0 Skilled Sales & 2017 260 121 46.5 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 121 4033.3 0.0 0.0 0.0 0.0 0.0 2020 260 46.5 Skilled Crafts & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 0.0 0.0 0.0 0.0 0.0 2020 0.0 0.0

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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 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:

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%).
 - <u>Women</u>: 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.
 - <u>Aboriginal Peoples:</u> 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.
 - <u>Persons with Disabilities:</u> 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.
 - <u>Visible Minorities</u>: 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			
Em	ployment Equity Occupational Group	Present	1	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	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			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
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

CISONS WITH DISCONICES								
	Workforce Analysis Results		Goals					
Emplo	oyment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA		
#	Description	#	%	%	%	%		
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				
			Short-	Long-	Representation	1.040	
Em	Employment Equity Occupational Group (EEOG)		term	term	Representation	LMA	
			(1 to 3	(3+			
			years)	years)			
#	Description	#	%	%	%	%	
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 t	he employer be found:
oxtimes in compliance	□in non-compliance
Having assessed the	e 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 2	1, 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.



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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish 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!