



Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°: 061360

s.24(1)

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION			
Legal Name of Organization VMware 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) VMware, Inc.		Business Number	
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2007/list-liste-eng.htm 54199 541990		Total number of employees in Canada (Permanent Full-Time and/or Part-Time)	250
		<input type="checkbox"/> Federally Regulated <input type="checkbox"/> Provincially Regulated	
HEAD OFFICE			
Address (building number, street, suite, etc.) 1122 International Blvd. Suite 220, 300 Burlington, Ontario L7L 6Z8		City Burlington	Province Ontario
		Postal Code L7L 6Z8	
		Telephone Number 905-315-6000	
EMPLOYMENT EQUITY CONTACT			
Name (print)		Title	
Telephone Number	E-mail Address	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
CERTIFICATION			
The above-named organization:			
<ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time and permanent part-time employees 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) 			
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.esdc.gc.ca/eng/labour/equality/fcp/index.shtml .			
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.			
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) Paul Lister		Title President and Secretary	
Telephone Number +1-2-9293 5713	E-mail Address plister@vmware.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature 		Date (YYYY-MM-DD) 2016-01-15	
Privacy Notice:			
The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP).			
Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.			
The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.			
Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: http://www.infosource.gc.ca . <i>Info Source</i> may also be accessed online at any Service Canada Centre.			
RETURN INSTRUCTIONS			
IMPORTANT			
• The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca.			



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **VMware, Canada, Inc** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **061360**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) June 30 for the following reason(s):

(Please describe)

VMware hired a new HR Compliance manager who is unsure of the filing requirements for Canada. On initial advice from our attorney, it was believed that VMware did not have any Canadian obligations, as VMware does not have any physical locations in Canada.

On May 4, VMware received an e-mail from the Workplace Equity Division requesting an update on VMware's WEIMS report.

At that time we reassessed the need to complete the WEIMS report and agreed it should be done.

The new HR Compliance Manager is now working to determine the information needed and collect the relevant data for submission to the WEIMS System.

Currently, VMware is working to gather the needed information for the reports, but we are having some issues pulling the correct data sets to compile for the .txt file. VMware expects to have this report completed by June 30.



4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Teana Funk**

Position Title: **Sr Director, Human Resources**

Email address: **tross@vmware.com**

Telephone number: **512.813.3216**

Business address: **6500 River Place Blvd, Bldg 6, Auston, Texas, United States. 78730**

Signature: _____

Date: **24 May 2018**

From: Touckly, Lona L [NC] <lona.touckly@labour-travail.gc.ca>
Sent: May 25, 2018 3:52 PM
To: 'sandrah@vmware.com' <sandrah@vmware.com>
Cc: Lemery, Marie-Josée M [NC] <mariejosee.lemery@labour-travail.gc.ca>
Subject: RE: VMware Canada FCP reporting

Good afternoon,

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

As requested, we hereby grant you an extension until **June 30, 2018**.

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

Kindest regards,

Lona Touckly

Analyste principale de la politique, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
lona.touckly@labour-travail.gc.ca / Tél. : 819-654-4347

Senior Policy Analyst, Labour Program
Employment and Social Development Canada / Government of Canada
lona.touckly@labour-travail.gc.ca / Tel: 819-654-4347



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!

From: Sandra Harrison [<mailto:sandrah@vmware.com>]
Sent: Friday, May 25, 2018 1:44 PM
To: Lemery, Marie-Josée M [NC]
Subject: RE: VMware Canada FCP reporting

Hi Marie Josee,

Please find attached the extension request for VMware.

Please let me know if you need anything else,

Sandie

From: mariejosee.lemery@labour-travail.gc.ca <mariejosee.lemery@labour-travail.gc.ca>
Sent: Wednesday, May 16, 2018 9:15 AM

To: Sandra Harrison <sandrah@vmware.com>

Subject: RE: VMware Canada FCP reporting

Good morning Sandra,

As discussed, please find attached the Extension Request Form.

I look forward to speaking with you next Thursday, May 24, 2018.

Best Regards,

Marie-Josée Lemery

Conseillère de programmes / Program Advisor
Tel : 819-654-3388 / mariejosee.lemery@labour-travail.gc.ca

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdcc-rhdcc.gc.ca

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



Rejoignez-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!

From: Sandra Harrison [<mailto:sandrah@vmware.com>]

Sent: Tuesday, May 15, 2018 12:03 PM

To: Lemery, Marie-Josée M [NC]

Subject: VMware Canada FCP reporting

Hello,

My name is Sandra Harrison, I am the new HR Compliance Manager for VMWare and have been trying to determine the filing obligations for Canada. Can you send me the information to gain access to the FCP system? If possible if I could see what VMWare has filed in the past, it would be very helpful.

Please feel free to contact me with any questions. (I tried to call, but the number I received is incorrect.)

Thank you,

Sandra

Sandra Harrison
Human Resources Compliance Manager
sandrah@vmware.com
6500 River Place Blvd, Austin, TX 78730 (AU43143)
Office: 512.271.0054

Mobile: 720.938.0110





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

Reporting Period 2016-05-01 to 2018-06-21

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	160	0	0	160	Calgary	11	0	0	11
Québec	34	0	0	34	Edmonton	3	0	0	3
Nova Scotia	2	0	0	2	Montréal	4	0	0	4
New Brunswick	2	0	0	2	Toronto	17	0	0	17
Manitoba	2	0	0	2	Vancouver	3	0	0	3
British Columbia	16	0	0	16	Winnipeg	2	0	0	2
Alberta	17	0	0	17	Québec	4	0	0	4
Total Employees in Canada				233	Ottawa - Gatineau	14	0	0	14
					Oshawa	1	0	0	1
					Hamilton	6	0	0	6
					St. Catharines - Niagara	1	0	0	1
					Kitchener - Cambridge - Waterloo	2	0	0	2
					London	2	0	0	2
					Guelph	2	0	0	2
					Barrie	2	0	0	2
					Kelowna	1	0	0	1



VMware Canada Inc. (certificate # 061360)

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

Reporting Period 2016-05-01 to 2018-06-21

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Victoria	1	0	0	1
Alta. less CMAs	3	0	0	3
B.C. less CMAs	11	0	0	11
N.B. less CMA	2	0	0	2
N.S. less CMA	2	0	0	2
Ont. less CMAs	113	0	0	113
Que. less CMAs	26	0	0	26
Total Employees in Canada				233



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-05-01 to 2018-06-21

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
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	38	32	6							3	3	
	Total	38	32	6							3	3	
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	85	77	8	3	3		1	1		15	14	1
	Total	85	77	8	3	3		1	1		15	14	1
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	36	35	1	1	1					7	7	
	Total	36	35	1	1	1					7	7	
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	1	2	1		1						
	Total	3	1	2	1		1						

VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-05-01 to 2018-06-21

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
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	71	62	9							6	5	1
	Total	71	62	9							6	5	1
Total Number of Employees		233	207	26	5	4	1	1	1	31	29	2	



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-05-01 to 2018-06-21

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
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	32	26	6							3	3	
	Total	32	26	6							3	3	
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	55	49	6	1	1					15	14	1
	Total	55	49	6	1	1					15	14	1
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	32	31	1	1	1					7	7	
	Total	32	31	1	1	1					7	7	
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	1	2	1		1						
	Total	3	1	2	1		1						

VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2016-05-01 to 2018-06-21

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
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	38	34	4							5	5	
	Total	38	34	4							5	5	
Total Number of Employees		160	141	19	3	2	1				30	29	1



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

Reporting Period 2016-05-01 to 2018-06-21

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
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	11										
	Total	11	11										
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	19	16	3									
	Total	19	16	3									



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec
Reporting Period 2016-05-01 to 2018-06-21

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
Total Number of Employees		34	31	3									



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Nova Scotia
Reporting Period 2016-05-01 to 2018-06-21

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
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		2	2										



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / New Brunswick

Reporting Period 2016-05-01 to 2018-06-21

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
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2					1	1				
	Total	2	2					1	1				
Total Number of Employees		2	2				1	1					



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Manitoba

Reporting Period 2016-05-01 to 2018-06-21

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
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1		1	1							
	Total	1	1		1	1							
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		2	2		1	1							



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2016-05-01 to 2018-06-21

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
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	5	2									
	Total	7	5	2									
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	4	1							1		1
	Total	5	4	1							1		1

VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2016-05-01 to 2018-06-21

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
Total Number of Employees		16	13	3							1		1



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Alberta

Reporting Period 2016-05-01 to 2018-06-21

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
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	8	8		1	1							
	Total	8	8		1	1							
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	6	1									
	Total	7	6	1									
Total Number of Employees		17	16	1	1	1							

VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2016-05-01 to 2018-06-21

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	233	207	26	5	4	1	1	1		31	29	2
Total Number of Employees	233	207	26	5	4	1	1	1		31	29	2

VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Ontario
Reporting Period 2016-05-01 to 2018-06-21

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	160	141	19	3	2	1				30	29	1
Total Number of Employees	160	141	19	3	2	1				30	29	1



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Québec

Reporting Period 2016-05-01 to 2018-06-21

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	34	31	3									
Total Number of Employees	34	31	3									



VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Nova Scotia
Reporting Period 2016-05-01 to 2018-06-21

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	2	2										
Total Number of Employees	2	2										



VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / New Brunswick
Reporting Period 2016-05-01 to 2018-06-21

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	2	2					1	1				
Total Number of Employees	2	2					1	1				



VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Manitoba
Reporting Period 2016-05-01 to 2018-06-21

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	2	2		1	1							
Total Number of Employees	2	2		1	1							



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / British Columbia
Reporting Period 2016-05-01 to 2018-06-21

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	16	13	3							1		1
Total Number of Employees	16	13	3							1		1



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Alberta
Reporting Period 2016-05-01 to 2018-06-21

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	17	16	1	1	1							
Total Number of Employees	17	16	1	1	1							

VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2016-05-01 to 2018-06-21

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	7	5	2									
Professionals	32	29	3	1	1					4	4	
Semi-Professionals and Technicians	9	9								1	1	
Skilled Sales and Service Personnel	25	22	3							1	1	
Total Number of Employees Hired	73	65	8	1	1					6	6	

VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Ontario
Reporting Period 2016-05-01 to 2018-06-21

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	6	4	2									
Professionals	21	19	2	1	1					4	4	
Semi-Professionals and Technicians	8	8								1	1	
Skilled Sales and Service Personnel	13	11	2							1	1	
Total Number of Employees Hired	48	42	6	1	1					6	6	



VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Québec
Reporting Period 2016-05-01 to 2018-06-21

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
Professionals	5	5										
Semi-Professionals and Technicians	1	1										
Skilled Sales and Service Personnel	8	7	1									
Total Number of Employees Hired	14	13	1									

VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Manitoba
Reporting Period 2016-05-01 to 2018-06-21

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
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Hired	1	1										



VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / British Columbia
Reporting Period 2016-05-01 to 2018-06-21

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
Professionals	5	4	1									
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Hired	6	5	1									



VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Alberta
Reporting Period 2016-05-01 to 2018-06-21

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Professionals	1	1										
Skilled Sales and Service Personnel	2	2										
Total Number of Employees Hired	4	4										



VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-05-01 to 2018-06-21

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	8	7	1							1	1	
Professionals	8	7	1							1	1	
Semi-Professionals and Technicians	7	7								3	3	
Skilled Sales and Service Personnel	4	3	1									
Total Number of Employees Promoted	27	24	3							5	5	
Total Number of Promotions	28	25	3							5	5	



VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2016-05-01 to 2018-06-21

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	7	6	1							1	1	
Professionals	6	5	1							1	1	
Semi-Professionals and Technicians	7	7								3	3	
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Promoted	21	19	2							5	5	
Total Number of Promotions	22	20	2							5	5	



VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Québec
Reporting Period 2016-05-01 to 2018-06-21

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
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Promoted	1	1										
Total Number of Promotions	1	1										



VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / British Columbia
Reporting Period 2016-05-01 to 2018-06-21

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
Professionals	2	2										
Total Number of Employees Promoted	2	2										
Total Number of Promotions	2	2										



VMware Canada Inc. (certificate # 061360)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Alberta
Reporting Period 2016-05-01 to 2018-06-21

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	1	1										
Skilled Sales and Service Personnel	2	1	1									
Total Number of Employees Promoted	3	2	1									
Total Number of Promotions	3	2	1									

VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-05-01 to 2018-06-21

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	15	12	3									
Professionals	34	31	3							1	1	
Semi-Professionals and Technicians	5	3	2									
Skilled Sales and Service Personnel	20	17	3									
Total Number of Employees Terminated	74	63	11							1	1	



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Ontario

Reporting Period 2016-05-01 to 2018-06-21

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	13	11	2									
Professionals	25	22	3							1	1	
Semi-Professionals and Technicians	5	3	2									
Skilled Sales and Service Personnel	11	10	1									
Total Number of Employees Terminated	54	46	8							1	1	

VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Québec

Reporting Period 2016-05-01 to 2018-06-21

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
Skilled Sales and Service Personnel	3	3										
Total Number of Employees Terminated	3	3										

VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / New Brunswick
Reporting Period 2016-05-01 to 2018-06-21

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
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Terminated	1	1										

VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / British Columbia
Reporting Period 2016-05-01 to 2018-06-21

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	2	1	1									
Professionals	6	6										
Skilled Sales and Service Personnel	2	1	1									
Total Number of Employees Terminated	10	8	2									



VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Alberta

Reporting Period 2016-05-01 to 2018-06-21

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
Professionals	3	3										
Skilled Sales and Service Personnel	2	1	1									
Total Number of Employees Terminated	5	4	1									

Workplace Equity Information Management System - VMware Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-06-27

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
02 : Middle and Other Managers	National	38	6	15.8 %	38.9 %	15	-9	National
03 : Professionals		85	8	9.4 %	26.9 %	23	-15	
1121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	1	33.3 %	66.4 %	2	-1	National
2171 : Information systems analysts and consultants	National	23	2	8.7 %	28.3 %	7	-5	National
2173 : Software engineers and designers	National	44	1	2.3 %	17.4 %	8	-7	National
2174 : Computer programmers and interactive media developers	National	3	1	33.3 %	17.9 %	1	0	National
4021 : College and other vocational instructors	National	2	0	0.0 %	53.8 %	1	-1	National
4112 : Lawyers and Quebec notaries	National	2	0	0.0 %	42.5 %	1	-1	National
4163 : Business development officers and marketing researchers and consultants	National	7	2	28.6 %	50.7 %	4	-2	National
04 : Semi-Professionals and Technicians		36	1	2.8 %	24.0 %	9	-8	
2282 : User support technicians	British Columbia	2	0	0.0 %	25.1 %	1	-1	British Columbia
2282 : User support technicians	Ontario	32	1	3.1 %	24.2 %	8	-7	Ontario
2282 : User support technicians	Québec	2	0	0.0 %	19.6 %	0	0	Québec
07 : Administrative and Senior Clerical Personnel		3	2	66.7 %	80.5 %	2	0	
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	87.1 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	100.0 %	77.2 %	2	0	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		71	9	12.7 %	27.8 %	20	-11	
6221 : Technical sales specialists - wholesale trade	Alberta	7	1	14.3 %	20.5 %	1	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	5	1	20.0 %	26.3 %	1	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	1	0	0.0 %	27.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	24.9 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	38	4	10.5 %	28.7 %	11	-7	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	19	3	15.8 %	29.1 %	6	-3	Québec



Workplace Equity Information Management System - VMware Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-06-27

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Total		233	26	11.2 %	29.4 %	69	-43	

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 - VMware Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-06-27

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
02 : Middle and Other Managers	National	38	0	0.0 %	2.2 %	1	-1	National
03 : Professionals		85	3	3.5 %	1.0 %	1	2	
1121 : Human resources professionals	National	1	0	0.0 %	2.7 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	0	0.0 %	2.1 %	0	0	National
2171 : Information systems analysts and consultants	National	23	0	0.0 %	1.1 %	0	0	National
2173 : Software engineers and designers	National	44	3	6.8 %	0.6 %	0	3	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	1.0 %	0	0	National
4021 : College and other vocational instructors	National	2	0	0.0 %	2.4 %	0	0	National
4112 : Lawyers and Quebec notaries	National	2	0	0.0 %	1.6 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	7	0	0.0 %	2.0 %	0	0	National
04 : Semi-Professionals and Technicians		36	1	2.8 %	1.6 %	1	0	
2282 : User support technicians	British Columbia	2	0	0.0 %	1.8 %	0	0	British Columbia
2282 : User support technicians	Ontario	32	1	3.1 %	1.6 %	1	0	Ontario
2282 : User support technicians	Québec	2	0	0.0 %	1.3 %	0	0	Québec
07 : Administrative and Senior Clerical Personnel		3	1	33.3 %	3.5 %	0	1	
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	4.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	1	50.0 %	3.2 %	0	1	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		71	0	0.0 %	1.3 %	1	-1	
6221 : Technical sales specialists - wholesale trade	Alberta	7	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	5	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	1	0	0.0 %	6.3 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	38	0	0.0 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	19	0	0.0 %	1.0 %	0	0	Québec



Workplace Equity Information Management System - VMware Canada Inc.

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Date: 2018-06-27

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area
			Representation #	%	Availability %		
Total		233	5	2.1 %	1.4 %	4	1

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 - VMware Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-06-27

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
02 : Middle and Other Managers	National	38	3	7.9 %	15.0 %	6	-3	National
03 : Professionals		85	15	17.6 %	33.7 %	29	-14	
1121 : Human resources professionals	National	1	0	0.0 %	14.1 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	0	0.0 %	16.9 %	1	-1	National
2171 : Information systems analysts and consultants	National	23	6	26.1 %	31.4 %	7	-1	National
2173 : Software engineers and designers	National	44	9	20.5 %	40.5 %	18	-9	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	31.5 %	1	-1	National
4021 : College and other vocational instructors	National	2	0	0.0 %	13.4 %	0	0	National
4112 : Lawyers and Quebec notaries	National	2	0	0.0 %	12.5 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	7	0	0.0 %	21.9 %	2	-2	National
04 : Semi-Professionals and Technicians		36	7	19.4 %	34.7 %	12	-5	
2282 : User support technicians	British Columbia	2	0	0.0 %	32.5 %	1	-1	British Columbia
2282 : User support technicians	Ontario	32	7	21.9 %	35.9 %	11	-4	Ontario
2282 : User support technicians	Québec	2	0	0.0 %	18.2 %	0	0	Québec
07 : Administrative and Senior Clerical Personnel		3	0	0.0 %	8.6 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	1.6 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		71	6	8.5 %	16.4 %	12	-6	
6221 : Technical sales specialists - wholesale trade	Alberta	7	0	0.0 %	11.3 %	1	-1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	5	1	20.0 %	24.7 %	1	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	1	0	0.0 %	7.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	2.7 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	38	5	13.2 %	20.8 %	8	-3	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	19	0	0.0 %	8.5 %	2	-2	Québec



Workplace Equity Information Management System - VMware Canada Inc.

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area
			Representation #	%	Availability %		
Total		233	31	13.3 %	25.2 %	59	-28

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 - VMware Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-06-27

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
01/02 : Managers	National	38	0	0.0 %	4.3 %	2	-2	National
03 : Professionals	National	85	1	1.2 %	3.8 %	3	-2	National
04 : Semi-Professionals and Technicians	National	36	0	0.0 %	4.6 %	2	-2	National
07 : Administrative and Senior Clerical Personnel	National	3	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	71	0	0.0 %	3.5 %	2	-2	National
Total		233	1	0.4 %	3.9 %	9	-8	

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: 2018-06-27

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial



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WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National

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Women

Employment Equity Occupational Group	Internal Location	All Employees			Representation									Women			Availability			Gap			Recruitment Area
		2016-04-29	2018-06-27	Change	2016-04-29	2018-06-27	Change	2016-04-29	2018-06-27	Change	2016-04-29	2018-06-27	Change	2016-04-29	2018-06-27	Change	2016-04-29	2018-06-27	Change				
		#	#	#	#	#	#	%	%	%	%	%	%	%	%	%	#	#	#				
02 : Middle and Other Managers	National	46	38	-8	7	6	-1	15.2 %	15.8 %	0.6 %	38.9 %	38.9 %	0.0 %	18	15	-3	-11	-9	2	National			
03 : Professionals		87	85	-2	8	8	0	9.2 %	9.4 %	0.2 %	26.4 %	26.9 %	0.5 %	23	23	0	-15	-15	0				
1121 : Human resources professionals	National	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	71.1 %	71.1 %	0.0 %	1	1	0	0	0	0	0	National		
1123 : Professional occupations in advertising, marketing and public relations	National	4	3	-1	0	1	1	0.0 %	33.3 %	33.3 %	66.4 %	66.4 %	0.0 %	3	2	-1	-3	-1	2	National			
2171 : Information systems analysts and consultants	National	25	23	-2	2	2	0	8.0 %	8.7 %	0.7 %	28.3 %	28.3 %	0.0 %	7	7	0	-5	-5	0	National			
2173 : Software engineers and designers	National	46	44	-2	2	1	-1	4.3 %	2.3 %	-2.0 %	17.4 %	17.4 %	0.0 %	8	8	0	-6	-7	-1	National			
2174 : Computer programmers and interactive media developers	National	3	3	0	1	1	0	33.3 %	33.3 %	0.0 %	17.9 %	17.9 %	0.0 %	1	1	0	0	0	0	National			
4021 : College and other vocational instructors	National	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	53.8 %	53.8 %	0.0 %	1	1	0	-1	-1	0	National			
4112 : Lawyers and Quebec notaries	National	1	2	1	0	0	0	0.0 %	0.0 %	0.0 %	42.5 %	42.5 %	0.0 %	0	1	1	0	-1	-1	National			
4163 : Business development officers and marketing researchers and consultants	National	5	7	2	2	2	0	40.0 %	28.6 %	-11.4 %	50.7 %	50.7 %	0.0 %	3	4	1	-1	-2	-1	National			
04 : Semi-Professionals and Technicians		33	36	3	3	1	-2	9.1 %	2.8 %	-6.3 %	24.1 %	24.0 %	-0.1 %	8	9	1	-5	-8	-3				
2282 : User support technicians	British Columbia	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	25.1 %	25.1 %	0.0 %	1	1	0	-1	-1	0	British Columbia			
2282 : User support technicians	Ontario	30	32	2	3	1	-2	10.0 %	3.1 %	-6.9 %	24.2 %	24.2 %	0.0 %	7	8	1	-4	-7	-3	Ontario			
2282 : User support technicians	Québec	1	2	1	0	0	0	0.0 %	0.0 %	0.0 %	19.6 %	19.6 %	0.0 %	0	0	0	0	0	0	Québec			
07 : Administrative and Senior Clerical Personnel		3	3	0	2	2	0	66.7 %	66.7 %	0.0 %	80.5 %	80.5 %	0.0 %	2	2	0	0	0	0	0			
Employment Equity Occupational Group	Ont, less CMAs	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	87.1 %	87.1 %	0.0 %	1	1	0	-1	-1	0	Ont, less CMAs			
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	0	2	2	0	100.0 %	100.0 %	0.0 %	77.2 %	77.2 %	0.0 %	2	2	0	0	0	0	0	Ottawa - Gatineau		
08 : Skilled Sales and Service Personnel		66	71	5	9	9	0	13.6 %	12.7 %	-0.9 %	27.6 %	27.8 %	0.2 %	18	20	2	-9	-11	-2				
6221 : Technical sales specialists - wholesale trade	Alberta	7	7	0	2	1	-1	28.6 %	14.3 %	-14.3 %	20.5 %	20.5 %	0.0 %	1	1	0	1	0	-1	Alberta			
6221 : Technical sales specialists - wholesale trade	British Columbia	6	5	-1	2	1	-1	33.3 %	20.0 %	-13.3 %	26.3 %	26.3 %	0.0 %	2	1	-1	0	0	0	British Columbia			
6221 : Technical sales specialists - wholesale trade	Manitoba	0	1	1	0	0	0	0.0 %	0.0 %	0.0 %	27.8 %	27.8 %	0.0 %	0	0	0	0	0	0	Manitoba			

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Women

Employment Equity Occupational Group	Internal Location	Women																		Recruitment Area		
		All Employees			Representation						Availability						Gap					
		2016-04-29 #	2018-06-27 #	Change #	2016-04-29 #	2018-06-27 #	Change #	2016-04-29 %	2018-06-27 %	Change %	2016-04-29 %	2018-06-27 %	Change %	2016-04-29 #	2018-06-27 #	Change #	2016-04-29 #	2018-06-27 #	Change #			
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	26.1 %	26.1 %	0.0 %	0	0	0	0	0	0	0	New Brunswick	
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	24.9 %	24.9 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia	
6221 : Technical sales specialists - wholesale trade	Ontario	36	38	2	3	4	1	8.3 %	10.5 %	2.2 %	28.7 %	28.7 %	0.0 %	10	11	1	-7	-7	-7	0	Ontario	
6221 : Technical sales specialists - wholesale trade	Québec	14	19	5	2	3	1	14.3 %	15.8 %	1.5 %	29.1 %	29.1 %	0.0 %	4	6	2	-2	-3	-1	-1	Québec	
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	28.0 %	28.0 %	0.0 %	0	0	0	0	0	0	0	0	Saskatchewan
Total		235	233	-2	29	26	-3	12.3 %	11.2 %	-1.2 %	29.6 %	29.4 %	-0.2 %	69	69	0	-40	-43	-3			

Total may not equal sum of components due to rounding.

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

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	Aboriginal Peoples																		Recruitment Area
		All Employees			Representation						Availability			Gap						
		2016-04-29 #	2018-06-27 #	Change #	2016-04-29 #	2018-06-27 #	Change #	2016-04-29 %	2018-06-27 %	Change %	2016-04-29 %	2018-06-27 %	Change %	2016-04-29 #	2018-06-27 #	Change #	2016-04-29 #	2018-06-27 #	Change #	
02 : Middle and Other Managers	National	46	38	-8	0	0	0	0.0 %	0.0 %	0.0 %	2.2 %	2.2 %	0.0 %	1	1	0	-1	-1	0	National
03 : Professionals		87	85	-2	2	3	1	2.3 %	3.5 %	1.2 %	1.0 %	1.0 %	0.0 %	1	1	0	1	2	1	
1121 : Human resources professionals	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	2.7 %	2.7 %	0.0 %	0	0	0	0	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	4	3	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.1 %	2.1 %	0.0 %	0	0	0	0	0	0	National
2171 : Information systems analysts and consultants	National	25	23	-2	0	0	0	0.0 %	0.0 %	0.0 %	1.1 %	1.1 %	0.0 %	0	0	0	0	0	0	National
2173 : Software engineers and designers	National	46	44	-2	2	3	1	4.3 %	6.8 %	2.5 %	0.6 %	0.6 %	0.0 %	0	0	0	2	3	1	National
2174 : Computer programmers and interactive media developers	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	0	0	0	0	0	0	National
4021 : College and other vocational instructors	National	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	2.4 %	2.4 %	0.0 %	0	0	0	0	0	0	National
4112 : Lawyers and Quebec notaries	National	1	2	1	0	0	0	0.0 %	0.0 %	0.0 %	1.6 %	1.6 %	0.0 %	0	0	0	0	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	5	7	2	0	0	0	0.0 %	0.0 %	0.0 %	2.0 %	2.0 %	0.0 %	0	0	0	0	0	0	National
04 : Semi-Professionals and Technicians		33	36	3	1	1	0	3.0 %	2.8 %	-0.2 %	1.6 %	1.6 %	0.0 %	1	1	0	0	0	0	
2282 : User support technicians	British Columbia	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	1.8 %	1.8 %	0.0 %	0	0	0	0	0	0	British Columbia
2282 : User support technicians	Ontario	30	32	2	1	1	0	3.3 %	3.1 %	-0.2 %	1.6 %	1.6 %	0.0 %	0	1	1	1	0	-1	Ontario
2282 : User support technicians	Quebec	1	2	1	0	0	0	0.0 %	0.0 %	0.0 %	1.3 %	1.3 %	0.0 %	0	0	0	0	0	0	Quebec
07 : Administrative and Senior Clerical Personnel		3	3	0	1	1	0	33.3 %	33.3 %	0.0 %	3.5 %	3.5 %	0.0 %	0	0	0	1	1	0	
Employment Equity Occupational Group	Ont. less CMAs	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	4.1 %	4.1 %	0.0 %	0	0	0	0	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	0	1	1	0	50.0 %	50.0 %	0.0 %	3.2 %	3.2 %	0.0 %	0	0	0	1	1	0	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		66	71	5	0	0	0	0.0 %	0.0 %	0.0 %	1.3 %	1.3 %	0.0 %	1	1	0	-1	-1	0	
6221 : Technical sales specialists - wholesale trade	Alberta	7	7	0	0	0	0	0.0 %	0.0 %	0.0 %	2.0 %	2.0 %	0.0 %	0	0	0	0	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	6	5	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.5 %	2.5 %	0.0 %	0	0	0	0	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	0	1	1	0	0	0	0.0 %	0.0 %	0.0 %	6.3 %	6.3 %	0.0 %	0	0	0	0	0	0	Manitoba

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	Aboriginal Peoples																		Recruitment Area	
		All Employees			Representation						Availability						Gap				
		2016-04-29 #	2018-06-27 #	Change #	2016-04-29 #	2018-06-27 #	Change #	2016-04-29 %	2018-06-27 %	Change %	2016-04-29 %	2018-06-27 %	Change %	2016-04-29 #	2018-06-27 #	Change #	2016-04-29 #	2018-06-27 #	Change #		
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	2.3 %	2.3 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	36	38	2	0	0	0	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	0	0	0	0	0	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	14	19	5	0	0	0	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	0	0	0	0	0	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	8.2 %	8.2 %	0.0 %	0	0	0	0	0	0	0	Saskatchewan
Total		235	233	-2	4	5	1	1.7 %	2.1 %	0.4 %	1.4 %	1.4 %	-0.0 %	4	4	0	0	0	1	1	

Total may not equal sum of components due to rounding.

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

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	Members of Visible Minorities																		Recruitment Area		
		All Employees			Representation						Availability						Gap					
		2016-04-29 #	2018-06-27 #	Change #	2016-04-29 #	2018-06-27 #	Change #	2016-04-29 %	2018-06-27 %	Change %	2016-04-29 %	2018-06-27 %	Change %	2016-04-29 #	2018-06-27 #	Change #	2016-04-29 #	2018-06-27 #	Change #			
02 : Middle and Other Managers	National	46	38	-8	3	3	0	6.5 %	7.9 %	1.4 %	15.0 %	15.0 %	0.0 %	7	6	-1	-4	-3	1	National		
03 : Professionals		87	85	-2	12	15	3	13.8 %	17.6 %	3.8 %	34.1 %	33.7 %	-0.4 %	30	29	-1	-18	-14	4			
1121 : Human resources professionals	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	14.1 %	14.1 %	0.0 %	0	0	0	0	0	0	0	National	
1123 : Professional occupations in advertising, marketing and public relations	National	4	3	-1	0	0	0	0.0 %	0.0 %	0.0 %	16.9 %	16.9 %	0.0 %	1	1	0	-1	-1	0	0	National	
2171 : Information systems analysts and consultants	National	25	23	-2	5	6	1	20.0 %	26.1 %	6.1 %	31.4 %	31.4 %	0.0 %	8	7	-1	-3	-1	2	National		
2173 : Software engineers and designers	National	46	44	-2	7	9	2	15.2 %	20.5 %	5.3 %	40.5 %	40.5 %	0.0 %	19	18	-1	-12	-9	3	National		
2174 : Computer programmers and interactive media developers	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	31.5 %	31.5 %	0.0 %	1	1	0	-1	-1	0	0	National	
4021 : College and other vocational instructors	National	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	13.4 %	13.4 %	0.0 %	0	0	0	0	0	0	0	National	
4112 : Lawyers and Quebec notaries	National	1	2	1	0	0	0	0.0 %	0.0 %	0.0 %	12.5 %	12.5 %	0.0 %	0	0	0	0	0	0	0	National	
4163 : Business development officers and marketing researchers and consultants	National	5	7	2	0	0	0	0.0 %	0.0 %	0.0 %	21.9 %	21.9 %	0.0 %	1	2	1	-1	-2	-1	0	National	
04 : Semi-Professionals and Technicians		33	36	3	6	7	1	18.2 %	19.4 %	1.2 %	35.1 %	34.7 %	-0.4 %	12	12	0	-6	-5	1			
2282 : User support technicians	British Columbia	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	32.5 %	32.5 %	0.0 %	1	1	0	-1	-1	0	0	British Columbia	
2282 : User support technicians	Ontario	30	32	2	6	7	1	20.0 %	21.9 %	1.9 %	35.9 %	35.9 %	0.0 %	11	11	0	-5	-4	1	0	Ontario	
2282 : User support technicians	Quebec	1	2	1	0	0	0	0.0 %	0.0 %	0.0 %	18.2 %	18.2 %	0.0 %	0	0	0	0	0	0	0	0	Quebec
07 : Administrative and Senior Clerical Personnel		3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	8.6 %	8.6 %	0.0 %	0	0	0	0	0	0	0		
Employment Equity Occupational Group	Ont. less CMAs	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	1.6 %	1.6 %	0.0 %	0	0	0	0	0	0	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	12.2 %	12.2 %	0.0 %	0	0	0	0	0	0	0	0	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		66	71	5	5	6	1	7.6 %	8.5 %	0.9 %	16.6 %	16.4 %	-0.2 %	11	12	1	-6	-6	0			
6221 : Technical sales specialists - wholesale trade	Alberta	7	7	0	0	0	0	0.0 %	0.0 %	0.0 %	11.3 %	11.3 %	0.0 %	1	1	0	-1	-1	0	0	Alberta	
6221 : Technical sales specialists - wholesale trade	British Columbia	6	5	-1	1	1	0	16.7 %	20.0 %	3.3 %	24.7 %	24.7 %	0.0 %	1	1	0	0	0	0	0	British Columbia	
6221 : Technical sales specialists - wholesale trade	Manitoba	0	1	1	0	0	0	0.0 %	0.0 %	0.0 %	7.8 %	7.8 %	0.0 %	0	0	0	0	0	0	0	0	Manitoba

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	Members of Visible Minorities																		Recruitment Area	
		All Employees			Representation						Availability						Gap				
		2016-04-29 #	2018-06-27 #	Change #	2016-04-29 #	2018-06-27 #	Change #	2016-04-29 %	2018-06-27 %	Change %	2016-04-29 %	2018-06-27 %	Change %	2016-04-29 #	2018-06-27 #	Change #	2016-04-29 #	2018-06-27 #	Change #		
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	2.7 %	2.7 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	36	38	2	4	5	1	11.1 %	13.2 %	2.1 %	20.8 %	20.8 %	0.0 %	7	8	1	-3	-3	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	14	19	5	0	0	0	0.0 %	0.0 %	0.0 %	8.5 %	8.5 %	0.0 %	1	2	1	-1	-2	-1	-1	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.7 %	2.7 %	0.0 %	0	0	0	0	0	0	0	Saskatchewan
Total		235	233	-2	26	31	5	11.1 %	13.3 %	2.2 %	25.3 %	25.2 %	-0.1 %	60	59	-1	-34	-28	6	6	

Total may not equal sum of components due to rounding.

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

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Persons with Disabilities

Employment Equity Occupational Group	Internal Location	Persons with Disabilities																		Recruitment Area
		All Employees			Representation						Availability						Gap			
		2016-04-29 #	2018-06-27 #	Change #	2016-04-29 #	2018-06-27 #	Change #	2016-04-29 %	2018-06-27 %	Change %	2016-04-29 %	2018-06-27 %	Change %	2016-04-29 #	2018-06-27 #	Change #	2016-04-29 #	2018-06-27 #	Change #	
01/02 : Managers	National	46	38	-8	0	0	0	0.0 %	0.0 %	0.0 %	4.3 %	4.3 %	0.0 %	2	2	0	-2	-2	0	National
03 : Professionals	National	87	85	-2	1	1	0	1.1 %	1.2 %	0.1 %	3.8 %	3.8 %	0.0 %	3	3	0	-2	-2	0	National
04 : Semi-Professionals and Technicians	National	33	36	3	0	0	0	0.0 %	0.0 %	0.0 %	4.6 %	4.6 %	0.0 %	2	2	0	-2	-2	0	National
07 : Administrative and Senior Clerical Personnel	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	3.4 %	3.4 %	0.0 %	0	0	0	0	0	0	National
08 : Skilled Sales and Service Personnel	National	66	71	5	0	0	0	0.0 %	0.0 %	0.0 %	3.5 %	3.5 %	0.0 %	2	2	0	-2	-2	0	National
Total		235	233	-2	1	1	0	0.4 %	0.4 %	0.0 %	3.9 %	3.9 %	-0.0 %	9	9	0	-8	-8	0	

Total may not equal sum of components due to rounding.

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

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WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial

Workplace Equity Information Management System - VMware Canada Inc.
Workforce Analysis - Comparison Detailed Report
Date #1 (YYYY-MM-DD): 2016-04-29 Date #2 (YYYY-MM-DD): 2018-06-27

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Vmware, Inc

2018-06-23

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	29

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	27

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		#	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	46	7	38.9
03	Professionals	87	8	26.8
04	Semi-Professionals & Technicians	33	3	24.0
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	3	2	80.5
08	Skilled Sales & Service Personnel	66	9	28.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	0	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		235	29	29.5

Table 5: Women

Subsequent/Current Workforce Analysis

		All Employees		
		#	Women	
			Representation	Availability*
#	#	%		
	0	0	0.0	
	38	6	38.9	
	85	8	27.0	
	36	1	24.0	
	0	0	0.0	
	0	0	0.0	
	3	2	80.5	
	71	9	27.9	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	233	26	29.4	

*** Source:**
2006 Census of Canada

*** Source:**
2006 Census of Canada

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Vmware, Inc

2018-06-23

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	29

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	27

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	46	0	2.2
03	Professionals	87	2	1.0
04	Semi-Professionals & Technicians	33	1	1.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	3	1	3.5
08	Skilled Sales & Service Personnel	66	0	1.1
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	0	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		235	4	1.4

*** Source:**

2006 Census of Canada

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		0	0	0.0
		38	0	2.2
		85	3	1.0
		36	1	1.6
		0	0	0.0
		0	0	0.0
		3	1	3.5
		71	0	1.3
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		233	5	1.4

*** Source:**

2006 Census of Canada

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Vmware, Inc

2018-06-23

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	29

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	27

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	46	3	15.0
03	Professionals	87	12	33.8
04	Semi-Professionals & Technicians	33	6	34.7
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	3	0	8.6
08	Skilled Sales & Service Personnel	66	5	16.7
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	0	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		235	26	25.6

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
		0	0	0.0
		38	3	15.0
		85	15	33.8
		36	7	34.7
		0	0	0.0
		0	0	0.0
		3	0	8.6
		71	6	15.5
		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	0	0.0
		233	31	25.4

*** Source:**
2006 Census of Canada

*** Source:**
2006 Census of Canada

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Vmware, Inc
2018-06-23

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	29

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	27

Table 4: Persons with Disabilities
First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
Representation	Availability*			
#	#	%		
01/02 Managers	46	0	4.3	
03 Professionals	87	1	3.8	
04 Semi-Professionals & Technicians	33	0	4.6	
05 Supervisors	0	0	0.0	
06 Supervisors: Crafts & Trades	0	0	0.0	
07 Administrative & Senior Clerical Personnel	3	0	3.4	
08 Skilled Sales & Service Personnel	66	0	3.5	
09 Skilled Crafts & Trades Workers	0	0	0.0	
10 Clerical Personnel	0	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	235	1	3.9	

Table 8: Persons with Disabilities
Subsequent/Current Workforce Analysis

		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
Representation	Availability*			
#	#	%		
38	0	4.3		
85	1	3.8		
36	0	4.8		
0	0	0.0		
0	0	0.0		
3	0	3.4		
71	0	3.5		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
233	1	3.9		

*** Source:**
2006 Census of Canada

*** Source:**
2006 Census of Canada

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

VMware, Inc

43274

Start Date of Flow Data		
YYYY	MM	DD
2016	05	01

End Date of Flow Data		
YYYY	MM	DD
2018	06	21

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Table 1: Women			
	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	7	2	0	0
03 Professionals	32	3	0	0
04 Semi-Professionals & Technicians	9	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	25	3	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	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	73	8	0	0

	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
	0	0	0	0
	8	1	0	0
	8	1	0	0
	7	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	4	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
Total	27	3	0	0

	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
	0	0	0	0
	15	3	0	0
	34	3	0	0
	5	2	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	20	3	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
Total	74	11	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

VMware, Inc

43274

Start Date of Flow Data		
YYYY	MM	DD
2016	05	01

End Date of Flow Data		
YYYY	MM	DD
2018	06	21

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	32	1	0	0
04 Semi-Professionals & Technicians	9	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	25	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	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	73	1	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
8	0	0	0
8	0	0	0
7	0	0	0
0	0	0	0
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
0	0	0	0
0	0	0	0
27	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
15	0	0	0
34	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
20	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
74	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Vmware, Inc

43274

Start Date of Flow Data		
YYYY	MM	DD
2016	05	01

End Date of Flow Data		
YYYY	MM	DD
2018	06	21

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	7	0	0	0	8	0	0	0	15	0	0	0
03 Professionals	32	0	0	0	8	0	0	0	34	0	0	0
04 Semi-Professionals & Technicians	9	0	0	0	7	0	0	0	5	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	25	0	0	0	4	0	0	0	20	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	73	0	0	0	27	0	0	0	74	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

VMware, Inc

43274

Start Date of Flow Data		
YYYY	MM	DD
2016	05	01

End Date of Flow Data		
YYYY	MM	DD
2018	06	21

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: 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
02 Middle & Other Managers	7	0	0	0
03 Professionals	32	4	0	0
04 Semi-Professionals & Technicians	9	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	25	1	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	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	73	6	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
8	1	0	0
8	1	0	0
7	3	0	0
0	0	0	0
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
0	0	0	0
27	5	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
15	0	0	0
34	1	0	0
5	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
20	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
74	1	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Vmware, Inc

43274

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 1: Women

Employment Equity Occupational Group (EOG)	All Employees										First/Previous Short-term Goals									Women			
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years				
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY										
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-29	Annually	Over 3 Years	2016	2019											
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%					
01 Senior Managers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!				
02 Middle & Other Managers	46	-6.2%	0.0%	0	35.7%	12.5%	17	7	12.5%	3	14	7	38.9%	38.9%	-11	-7	15.2%	23.9%					
03 Professionals	87	-0.8%	0.0%	0	39.5%	12.5%	33	33	12.5%	3	18	9	26.8%	26.8%	-15	-9	9.2%	16.1%					
04 Semi-Professionals & Tech	33	2.9%	0.0%	0	14.5%	9.0%	9	9	9.0%	1	6	2	24.0%	24.0%	-5	-4	9.1%	12.1%					
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
07 Administrative & Sr Clerical	3	0.0%	0.0%	0	0.0%	0.0%	0	2	0.0%	0	0	0	80.5%	80.5%	0	0	66.7%	66.7%					
08 Skilled Sales & Service	66	2.5%	0.0%	0	29.2%	9.0%	18	18	9.0%	2	11	5	28.0%	28.0%	-9	-6	13.6%	18.2%					
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
10 Clerical Personnel	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
Total	235	-0.3%		0	31.6%		0	0	0.0%	0	40	0	29.5%	29.5%	-40	-40	12.3%	12.3%					

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 2: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	7	38.9	11	38.9	
03 Professionals	9	26.8	15	26.4	
04 Semi-Professionals & Tech	2	24.0	5	24.1	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	80.5	1	80.5	
08 Skilled Sales & Service	5	28.0	9	27.6	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

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14	Other Manual Workers	0	0.0	0	0.0
Total		0	29.5	0	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

VMware, Inc

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Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY						
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-29	Annually	Over 3 Years	2016	2019							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	46	-6.2%	0.0%	0	35.7%	12.5%	17	17	0	12.5%	0	1	0	2.2%	2.2%	-1	-1	0.0%	0.0%
03 Professionals	87	-0.8%	0.0%	0	39.5%	12.5%	33	33	2	12.5%	1	0	0	1.0%	1.0%	1	0	2.3%	1.1%
04 Semi-Professionals & Tech	33	2.9%	0.0%	0	14.5%	9.0%	9	9	1	9.0%	0	0	0	1.6%	1.6%	0	0	3.0%	3.0%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	3	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	3.5%	3.5%	1	1	33.3%	33.3%
08 Skilled Sales & Service	66	2.5%	0.0%	0	29.2%	9.0%	18	18	0	9.0%	0	1	0	1.1%	1.1%	-1	-1	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	235	-0.3%		0	31.6%		0	0	4	0.0%	0	-1	0	1.4%	1.4%	1	1	1.7%	1.7%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	2.2	1	2.2	
03 Professionals	0	1.0	0	1.0	
04 Semi-Professionals & Tech	0	1.6	0	1.6	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	3.5	0	3.5	
08 Skilled Sales & Service	0	1.1	1	1.3	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		0	1.4	0	0.0

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Part 3: Goals

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Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)		All Employees																							
		First/Previous Short-term Goals																							
		Growth (New Positions)							Turnover (Replacement of Terminated Employees)			Persons with Disabilities													
		Number	Actual			Projected			Actual			Projected			Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	YYYY-MM-DD	Annually		Over 3 Years	From - To		YYYY - YYYY						
2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019										
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%						
01/02	Managers	46	-3.1%	0.0%	0	17.9%	12.5%	17	17	0	12.5%	0	2	1	4.3%	4.3%	-2	-1	0.0%	2.2%					
03	Professionals	87	-0.8%	0.0%	0	39.5%	12.5%	33	33	1	12.5%	0	2	1	3.8%	3.8%	-2	-1	1.1%	2.3%					
04	Semi-Professionals & Tech	33	2.9%	0.0%	0	14.5%	9.0%	9	9	0	9.0%	0	2	0	4.6%	4.6%	-2	-2	0.0%	0.0%					
05	Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
07	Administrative & Sr Clerical	3	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	3.4%	3.4%	0	0	0.0%	0.0%					
08	Skilled Sales & Service	66	2.5%	0.0%	0	29.2%	9.0%	18	18	0	9.0%	0	2	1	3.5%	3.5%	-2	-1	0.0%	1.5%					
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
10	Clerical Personnel	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
11	Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
Total		235	-0.3%	0.0%	0	31.6%	12.5%	0	0	1	0.0%	0	8	0	3.9%	3.9%	-8	-8	0.4%	0.4%					

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	1	4.3	2	4.3	
03	Professionals	1	3.8	2	3.8	
04	Semi-Professionals & Tech	0	4.6	2	4.6	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	3.4	0	3.4	
08	Skilled Sales & Service	1	3.5	2	3.5	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	3.9	0	0.0	

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Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	All Employees																		
	First/Previous Short-term Goals																		
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		From - To	YYYY - YYYY					
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-04-29	Annually	Over 3 Years	#	2016	2019	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	46	-6.2%	0.0%	0	35.7%	12.5%	17	3	12.5%	1	5	3	15.0%	15.0%	-4	-2	6.5%	10.9%	
03 Professionals	87	-0.8%	0.0%	0	39.5%	12.5%	33	17	12.5%	5	22	11	33.8%	33.8%	-17	-11	13.8%	20.7%	
04 Semi-Professionals & Tech	33	2.9%	0.0%	0	14.5%	9.0%	9	9	9.0%	2	7	3	34.7%	34.7%	-5	-4	18.2%	21.2%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	3	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	8.6%	8.6%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	66	2.5%	0.0%	0	29.2%	9.0%	18	18	9.0%	1	7	3	16.7%	16.7%	-6	-4	7.6%	10.6%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	235	-0.3%		0	31.6%		0	0	0.0%	0	34	0	25.6%	25.6%	-34	-34	11.1%	11.1%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	3	15.0	7	15.0	
03 Professionals	11	33.8	18	34.1	
04 Semi-Professionals & Tech	3	34.7	12	35.1	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	8.6	0	8.6	
08 Skilled Sales & Service	3	16.7	6	16.6	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		0	25.6	0	0.0

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Part 3: Goals

Vmware, Inc

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Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 9: Women

Employment Equity Occupational Group (EOG)	All Employees										Subsequent/Current Short-term Goals									Women	
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY								
	2018-06-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-06-27	Annually	Over 3 Years	2018	2021									
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%			
01 Senior Managers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
02 Middle & Other Managers	38	-6.2%	0.0%	0	35.7%	12.5%	14	14	6	12.5%	2	11	5	38.9%	38.9%	-9	-6	15.8%	23.7%		
03 Professionals	85	-0.8%	0.0%	0	39.5%	12.5%	32	32	8	12.5%	3	18	9	27.0%	27.0%	-15	-9	9.4%	16.5%		
04 Semi-Professionals & Tech	36	2.9%	0.0%	0	14.5%	9.0%	10	10	1	9.0%	0	8	2	24.0%	24.0%	-8	-6	2.8%	8.3%		
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07 Administrative & Sr Clerical	3	0.0%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	0	0	80.5%	80.5%	0	0	66.7%	66.7%		
08 Skilled Sales & Service	71	2.5%	0.0%	0	29.2%	9.0%	19	19	9	9.0%	2	13	5	27.9%	27.9%	-11	-8	12.7%	16.9%		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total	233	-0.3%		0	31.6%		0	0	26	0.0%	0	43	0	29.4%	29.4%	-43	-43	11.2%	11.2%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 10: Women

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	38.9	38.9	
03 Professionals	27.0	27.0	
04 Semi-Professionals & Tech	24.0	24.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	80.5	80.5	
08 Skilled Sales & Service	27.9	27.9	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Vmware, Inc

43274

Total		29.4	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

VMware, Inc

43274

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY						
	2018-06-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-06-27	Annually	Over 3 Years	2018	2021							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	38	-6.2%	0.0%	0	35.7%	12.5%	14	14	0	12.5%	0	1	0	2.2%	2.2%	-1	-1	0.0%	0.0%
03 Professionals	85	-0.8%	0.0%	0	39.5%	12.5%	32	32	3	12.5%	1	-1	0	1.0%	1.0%	2	1	3.5%	2.4%
04 Semi-Professionals & Tech	36	2.9%	0.0%	0	14.5%	9.0%	10	10	1	9.0%	0	0	0	1.6%	1.6%	0	0	2.8%	2.8%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	3	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	3.5%	3.5%	1	1	33.3%	33.3%
08 Skilled Sales & Service	71	2.5%	0.0%	0	29.2%	9.0%	19	19	0	9.0%	0	1	0	1.3%	1.3%	-1	-1	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	233	-0.3%		0	31.6%		0	0	5	0.0%	0	-2	0	1.4%	1.4%	2	2	2.1%	2.1%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	2.2	2.2	
03 Professionals	1.0	1.0	
04 Semi-Professionals & Tech	1.6	1.6	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	3.5	3.5	
08 Skilled Sales & Service	1.3	1.3	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Vmware, Inc

43274

Total		1.4	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

VMware, Inc

43274

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Subsequent/Current Short-term Goals																		
		All Employees							Persons with Disabilities											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Annually	Over 3 Years					
		2018-06-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-06-27	Annually	Over 3 Years	#	2018	2021	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02	Managers	38	-3.1%	0.0%	0	17.9%	12.5%	14	14	0	12.5%	0	2	1	4.3%	4.3%	-2	-1	0.0%	2.6%
03	Professionals	85	-0.8%	0.0%	0	39.5%	12.5%	32	32	1	12.5%	0	2	1	3.8%	3.8%	-2	-1	1.2%	2.4%
04	Semi-Professionals & Tech	36	2.9%	0.0%	0	14.5%	9.0%	10	10	0	9.0%	0	2	0	4.8%	4.8%	-2	-2	0.0%	0.0%
05	Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	3	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	3.4%	3.4%	0	0	0.0%	0.0%
08	Skilled Sales & Service	71	2.5%	0.0%	0	29.2%	9.0%	19	19	0	9.0%	0	2	1	3.5%	3.5%	-2	-1	0.0%	1.4%
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		233	-0.3%	0.0%	0	31.6%	12.5%	0	0	1	0.0%	0	8	0	3.9%	3.9%	-8	-8	0.4%	0.4%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		%	%	%	%	
01/02	Managers	4.3		4.3		
03	Professionals	3.8		3.8		
04	Semi-Professionals & Tech	4.8		4.8		
05	Supervisors	0.0		0.0		
06	Supervisors: Crafts & Trades	0.0		0.0		
07	Administrative & Sr Clerical	3.4		3.4		
08	Skilled Sales & Service	3.5		3.4		
09	Skilled Crafts & Trades	0.0		0.0		
10	Clerical Personnel	0.0		0.0		
11	Intermediate Sales & Service	0.0		0.0		
12	Semi-Skilled Manual	0.0		0.0		
13	Other Sales & Service	0.0		0.0		
14	Other Manual Workers	0.0		0.0		
Total		3.9		0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Vmware, Inc

43274

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Annually		Over 3 Years	From - To					
	2018-06-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-06-27	Annually	Over 3 Years	Years	2018	2021	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	0	0.0%		0	0.0%		0	0	0.0%		0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	38	-6.2%	0.0%	0	35.7%	12.5%	14	14	12.5%	1	4	2	15.0%	15.0%	-3	-2	7.9%	10.5%	
03 Professionals	85	-0.8%	0.0%	0	39.5%	12.5%	32	15	12.5%	6	20	11	33.8%	33.8%	-14	-9	17.6%	23.5%	
04 Semi-Professionals & Tech	36	2.9%	0.0%	0	14.5%	9.0%	10	10	9.0%	2	7	3	34.7%	34.7%	-5	-4	19.4%	22.2%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	3	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	8.6%	8.6%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	71	2.5%	0.0%	0	29.2%	9.0%	19	19	9.0%	2	7	3	15.5%	15.5%	-5	-4	8.5%	9.9%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	233	-0.3%		0	31.6%		0	0	0.0%		31	0	25.4%	25.4%	-28	-28	13.3%	13.3%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%	%		
01 Senior Managers		0.0	0.0		
02 Middle & Other Managers		15.0	15.0		
03 Professionals		33.8	33.8		
04 Semi-Professionals & Tech		34.7	34.7		
05 Supervisors		0.0	0.0		
06 Supervisors: Crafts & Trades		0.0	0.0		
07 Administrative & Sr Clerical		8.6	8.6		
08 Skilled Sales & Service		15.5	15.5		
09 Skilled Crafts & Trades		0.0	0.0		
10 Clerical Personnel		0.0	0.0		
11 Intermediate Sales & Service		0.0	0.0		
12 Semi-Skilled Manual		0.0	0.0		
13 Other Sales & Service		0.0	0.0		
14 Other Manual Workers		0.0	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Vmware, Inc

43274

Total		25.4		0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Vmware, Inc

43274

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		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							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#	#	%	#	#	#			
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	46	7	15.2	38.9	18	-11	39.1																	
	2018	38	6	15.8	38.9	15	-9	40.6	7	2	28.6	3	-1	8	1	12.5	1	0	15	3	20.0	2	1		
03 Professionals	2016	87	8	9.2	26.8	23	-15	34.3																	
	2018	85	8	9.4	27.0	23	-15	34.9	32	3	9.4	9	-6	8	1	12.5	1	0	34	3	8.8	3	0		
04 Semi-Professionals & Technicians	2016	33	3	9.1	24.0	8	-5	37.9																	
	2018	36	1	2.8	24.0	9	-8	11.6	9	0	0.0	2	-2	7	0	0.0	1	-1	5	2	40.0	0	2		
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	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												Goals												Comments
		Flow Data						Short-term Goals						Long-term Goals												
		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		Percent of Goal Met											
#	#	%	%	#	%	#	%	%	#	%	%	#	%	%	#	%	%									
01 Senior Managers	2018	0	0	0.0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0								
	2021	0	0	0.0			0	0.0	0.0				0	0.0	0.0											
02 Middle & Other Managers	2018	15	3	20.0	7	42.9	38.9	51.4	11	27.3	38.9	51.4														
	2021	15	3	20.0			38.9	51.4																		
03 Professionals	2018	40	4	10.0	9	44.4	26.8	37.3	15	26.7	26.4	37.9														
	2021	40	4	10.0			27.0	37.0																		
04 Semi-Professionals & Technicians	2018	16	0	0.0	2	0.0	24.0	0.0	5	0.0	24.1	0.0														
	2021	16	0	0.0			24.0	0.0																		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0														
	2021	0	0	0.0			0.0	0.0																		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0														
	2021	0	0	0.0			0.0	0.0																		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Vmware, Inc

43274

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		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							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2016	3	2	66.7	80.5	2	0	82.8																	
	2018	3	2	66.7	80.5	2	0	82.8	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	66	9	13.6	28.0	18	-9	48.7																	
	2018	71	9	12.7	27.9	20	-11	45.4	25	3	12.0	7	-4	4	1	25.0	1	0	20	3	15.0	3	0	0	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	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
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	%				
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	80.5	0.0	1	0.0	80.5	0.0		
	2021	0	0	0.0			80.5	0.0			80.5	0.0		
08 Skilled Sales & Service Personnel	2018	29	4	13.8	5	80.0	28.0	49.3	9	44.4	27.6	50.0		
	2021	29	4	13.8			27.9	49.4			27.9	49.4		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Vmware, Inc

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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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		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							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	#	#			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	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	2016	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	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	2016	235	29	12.3	29.5	69	-40	41.8		73	8	11.0	21	-13	27	3	11.1	3	0	74	11	14.9	9		
	2018	233	26	11.2	29.4	69	-43	38.0																	

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		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women		Women				Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	100	11	11.0	0	0.0	29.5	37.3	0	0.0	0.0	0.0		
	2021	100	11	11.0			29.4	37.4			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

VMware, Inc

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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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Aboriginal Peoples					All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0	0.0															
	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2016	46	0	0.0	2.2	1	-1	0.0																
	2018	38	0	0.0	2.2	1	-1	0.0	7	0	0.0	0	0	0	8	0	0.0	0	0	15	0	0.0	0	0
03 Professionals	2016	87	2	2.3	1.0	1	1	229.9																
	2018	85	3	3.5	1.0	1	2	352.9	32	1	3.1	0	1	8	0	0.0	0	0	34	0	0.0	1	-1	
04 Semi-Professionals & Technicians	2016	33	1	3.0	1.6	1	0	189.4																
	2018	36	1	2.8	1.6	1	0	173.6	9	0	0.0	0	0	7	0	0.0	0	0	5	0	0.0	0	0	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
02 Middle & Other Managers	2018	15	0	0.0	0	0.0	2.2	0.0	1	0.0	2.2	0.0		
	2021	15	0	0.0			2.2	0.0			2.2	0.0		
03 Professionals	2018	40	1	2.5	0	0.0	1.0	250.0	0	0.0	1.0	250.0		
	2021	40	1	2.5			1.0	250.0			1.0	250.0		
04 Semi-Professionals & Technicians	2018	16	0	0.0	0	0.0	1.6	0.0	0	0.0	1.6	0.0		
	2021	16	0	0.0			1.6	0.0			1.6	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

VMware, Inc

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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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples					All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	3	1	33.3	3.5	0	1	952.4																	
	2018	3	1	33.3	3.5	0	1	952.4	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	66	0	0.0	1.1	1	-1	0.0																	
	2018	71	0	0.0	1.3	1	-1	0.0	25	0	0.0	0	0	0	4	0	0.0	0	0	0	20	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	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		
		Flow Data					Short-term Goals					Long-term Goals												
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples											
			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	2018	0	0	0.0	0	0.0	3.5	0.0	0	0.0	3.5	0.0												
	2021	0	0	0.0			3.5	0.0			3.5	0.0												
08 Skilled Sales & Service Personnel	2018	29	0	0.0	0	0.0	1.1	0.0	1	0.0	1.3	0.0												
	2021	29	0	0.0			1.3	0.0			1.3	0.0												
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	2021	0	0	0.0			0.0	0.0			0.0	0.0												
10 Clerical Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	2021	0	0	0.0			0.0	0.0			0.0	0.0												
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	2021	0	0	0.0			0.0	0.0			0.0	0.0												
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	2021	0	0	0.0			0.0	0.0			0.0	0.0												

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

VMware, Inc

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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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions					Terminations				
		All Employees	Aboriginal Peoples				EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	Gap	Actual			Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference								
#	#	%	%	#	%	#	#	%	#	#	#	%	#	#	%	#	%	#	#	%	#	#				
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0		
Total	2016	235	4	1.7	1.4	3	1	121.6																		
	2018	233	5	2.1	1.4	3	2	153.3	73	1	1.4	1	0	27	0	0.0	0	0	0	74	0	0.0	1	-1		

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		Goals										Comments	
		Flow Data		Short-term Goals				Long-term Goals							
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples						
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2021	0	0	0.0			0.0	0.0			0.0	0.0			
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2021	0	0	0.0			0.0	0.0			0.0	0.0			
Total	2018	100	1	1.0	0	0.0	1.4	71.4	0	0.0	0.0	0.0			
	2021	100	1	1.0			1.4	71.4			0.0	0.0			

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Vmware, Inc

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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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference			
#	#	%	%	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
01&02 Managers	2016	46	0	0.0	4.3	2	-2	0.0																
	2018	38	0	0.0	4.3	2	-2	0.0	7	0	0.0	0	0	0	8	0	0.0	0	0	15	0	0.0	0	0
03 Professionals	2016	87	1	1.1	3.8	3	-2	30.2																
	2018	85	1	1.2	3.8	3	-2	31.0	32	0	0.0	1	-1	8	0	0.0	0	0	34	0	0.0	0	0	
04 Semi-Professionals & Technicians	2016	33	0	0.0	4.6	2	-2	0.0																
	2018	36	0	0.0	4.8	2	-2	0.0	9	0	0.0	0	0	7	0	0.0	0	0	5	0	0.0	0	0	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	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	
		Flow Data		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				
#	#	%	#	%	%	#	%	%	#	%	%				
01&02 Managers	2018	15	0	0.0	1	0.0	4.3	0.0			2	0.0	4.3	0.0	
	2021	15	0	0.0			4.3	0.0					4.3	0.0	
03 Professionals	2018	40	0	0.0	1	0.0	3.8	0.0			2	0.0	3.8	0.0	
	2021	40	0	0.0			3.8	0.0					3.8	0.0	
04 Semi-Professionals & Technicians	2018	16	0	0.0	0	0.0	4.6	0.0			2	0.0	4.6	0.0	
	2021	16	0	0.0			4.8	0.0					4.8	0.0	
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0			0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0					0.0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0			0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0					0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Vmware, Inc

43274

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference								
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2016	3	0	0.0	3.4	0	0	0.0																	
	2018	3	0	0.0	3.4	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	2016	66	0	0.0	3.5	2	-2	0.0																	
	2018	71	0	0.0	3.5	2	-2	0.0	25	0	0.0	1	-1	4	0	0.0	0	0	0	20	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	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
		Flow Data				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			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	3.4	0.0	0	0.0	3.4	0.0		
	2021	0	0	0.0			3.4	0.0			3.4	0.0		
08 Skilled Sales & Service Personnel	2018	29	0	0.0	1	0.0	3.5	0.0	2	0.0	3.5	0.0		
	2021	29	0	0.0			3.5	0.0			3.4	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Vmware, Inc

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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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities									All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference				
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0	0.0																
	2018	0	0	0.0	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	2016	0	0	0.0	0.0	0	0	0	0.0																
	2018	0	0	0.0	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	2016	235	1	0.4	3.9	9	-8	10.9																	
	2018	233	1	0.4	3.9	9	-8	11.0	73	0	0.0	3	-3	27	0	0.0	0	0	0	74	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
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	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		
#	#	%	%	%	%	%	%	%	%	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2021	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	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total	2018	100	0	0.0	0	0.0	3.9	0.0	0	0.0	0.0	0.0	0.0	
	2021	100	0	0.0	0	0.0	3.9	0.0	0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Vmware, Inc

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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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Visible Minorities					All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0													
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0													
02 Middle & Other Managers	2016	46	3	6.5	15.0	7	-4	43.5																
	2018	38	3	7.9	15.0	6	-3	52.6	7	0	0.0	1	-1	8	1	12.5	1	0	15	0	0.0	1	-1	
03 Professionals	2016	87	12	13.8	33.8	29	-17	40.8																
	2018	85	15	17.6	33.8	29	-14	52.2	32	4	12.5	11	-7	8	1	12.5	1	0	34	1	2.9	5	-4	
04 Semi-Professionals & Technicians	2016	33	6	18.2	34.7	11	-5	52.4																
	2018	36	7	19.4	34.7	12	-5	56.0	9	1	11.1	3	-2	7	3	42.9	1	2	5	0	0.0	1	-1	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	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				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	15	1	6.7	3	33.3	15.0	44.4	7	14.3	15.0	44.4		
	2021	15	1	6.7			15.0	44.4			15.0	44.4		
03 Professionals	2018	40	5	12.5	11	45.5	33.8	37.0	18	27.8	34.1	36.7		
	2021	40	5	12.5			33.8	37.0			33.8	37.0		
04 Semi-Professionals & Technicians	2018	16	4	25.0	3	133.3	34.7	72.0	12	33.3	35.1	71.2		
	2021	16	4	25.0			34.7	72.0			34.7	72.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Vmware, Inc

43274

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2016	3	0	0.0	8.6	0	0	0.0																	
	2018	3	0	0.0	8.6	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	2016	66	5	7.6	16.7	11	-6	45.4																	
	2018	71	6	8.5	15.5	11	-5	54.5	25	1	4.0	4	-3	4	0	0.0	0	0	0	20	0	0.0	2	-2	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	
10 Clerical Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	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
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	8.6	0.0	0	0.0	8.6	0.0		
	2021	0	0	0.0			8.6	0.0			8.6	0.0		
08 Skilled Sales & Service Personnel	2018	29	1	3.4	3	33.3	16.7	20.6	6	16.7	16.6	20.8		
	2021	29	1	3.4			15.5	22.2			15.5	22.2		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Vmware, Inc

43274

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	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	2016	235	26	11.1	25.6	60	-34	43.2																	
	2018	233	31	13.3	25.4	59	-28	52.4	73	6	8.2	19	-13	27	5	18.5	3	2	74	1	1.4	8	-7		

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		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	100	11	11.0	0	0.0	25.6	43.0	0	0.0	0.0	0.0		
	2021	100	11	11.0			25.4	43.3			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Vmware, Inc
43274

Efforts

Please check the appropriate boxes next to the efforts that your organization made to implement the Federal Contractors Program.

Required measures:

- Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
- Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
- Adjusted survey results to reflect hires, promotions and terminations.
- Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
- Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
- Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
- Ensured that any new gaps identified are addressed accordingly.
- Maintained appropriate records in all required areas.

Other measures:

- Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
- Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
- Ensured ongoing senior-level support for employment equity and its implementation.
- Established accountability mechanisms to ensure that the short-term goals would be met.
- Communicated the goals to relevant managers as well as monitored and recorded the results.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
- Consulted employee/union representatives on communication and implementation of employment equity.

- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

Please check the appropriate boxes and provide a brief overview of the events that have influenced your organization's activities during the period between the first/previous and subsequent/current compliance assessment.

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

- Significant layoffs (include the number of employees affected and the occupational groups of those employees).

- Strikes (include dates, the number of employees affected and the occupational groups of those employees).

- Other.

Additional Details

Please provide any additional information (optional):

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

Employer Name: VMware Canada Inc.

Primary Location: Toronto, Ontario

Number of Employees: 233 in Canada

Ontario	160
Québec	34
Nova Scotia	2
New Brunswick	2
Manitoba	2
British Columbia	16
Alberta	17

Organization Overview: NAICS 5419 - Other professional, scientific and technical services.

VMware Canada Inc. operates as a subsidiary of VMware Inc. The company's line of business includes designing, developing, and producing prepackaged computer software.

VMware, Inc. is a subsidiary of Dell Technologies that provides cloud computing and platform virtualization software and services.

VMware closed its only physical location in Canada in 2016. The remaining VMware Canada employees are all teleworkers. VMware Canada is a low growth location, as stated in the 2016 submission, and is forecasted to remain so in the foreseeable future.

Key Dates – First Year Assessment

Initiated: May 20, 2016
 Received: August 31, 2016
 Closed: September 22, 2016
 Workforce
 Analysis: July 27, 2016

Key Dates – Subsequent Assessment

Initiated: March 31, 2018
 Received: June 28, 2018
 Workforce
 Analysis: June 25, 2018

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

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 has set goals in percentages. For consistency the value indicated in the tables below will be taken from the extent to which the percentage goal was met.

- As of June 25, 2018 VMware Canada had 233 employees; there are no employees in EEOGs 1, 5, 6, 9, 10, 11, 12, 13 and 14.

Women

2.	Middle & Other Managers	Goal not met (51.4%).
3.	Professionals	Goal not met (37.3%).
4.	Semi-Professionals & Technicians	Goal not met (0%).
8.	Skilled Sales & Service Personnel	Goal not met (49.3%).

Assessment/Observations

- In EEOG 2 there were 15 new entrants, of which 3 were women. At an availability of 38.9%, 5 women would have been expected to be hired.
- In EEOG 3 there were 40 new entrants, of which 4 were women. At an availability of 26.8%, 10 women would have been expected to be hired.
- In EEOG 4 there were 16 new entrants, of which none were women. At an availability of 24.0%, 3 women would have been expected to be hired.
- In EEOG 8 there were 29 new entrants, of which four were women. At an availability of 28.0%, 8 women would have been expected to be hired.

Aboriginal Peoples

2.	Middle & Other Managers	Goal not met (0%).
8.	Skilled Sales & Service Personnel	Goal not met (0%).

Assessment/Observations

- In EEOG 2 there were 15 new entrants, of which none were Aboriginal. At an availability of 2.2%, this is to be expected.

- In EEOG 8 there were 29 new entrants, of which none were Aboriginal. At an availability of 1.1%, this is to be expected.

Person with Disabilities

1./2.	Managers	Goal not met (0%).
3.	Professionals	Goal not met (0%).
4.	Semi-Professionals & Technicians	Goal not met (0%).
8.	Skilled Sales & Service Personnel	Goal not met (0%).

Assessment/Observations

- In EEOG 1, 2 there were 15 new entrants, of which none were persons with disabilities. At an availability of 4.3%, this is to be expected.
- In EEOG 3 there were 40 new entrants and of which none were persons with disabilities. At an availability of 3.8%, one person with disabilities would have been expected to be hired.
- In EEOG 4 there were 16 new entrants of which none were persons with disabilities. At an availability of 4.6%, this is to be expected.
- In EEOG 8 there were 29 new entrants of which none were persons with disabilities. At an availability of 3.5%, one person with disabilities would have been expected to be hired.

Members of Visible Minorities

2.	Middle & Other Managers	Goal not met (44%).
3.	Professionals	Goal not met (37%).
4.	Semi-Professionals & Technicians	Goal not met (72%).
8.	Skilled Sales & Service Personnel	Goal not met (20.6%).

Assessment/Observations

- In EEOG 2 there were 15 new entrants and one was a visible minority. At an availability of 15.0%, 2 new visible minorities would have been expected to be hired.
- In EEOG 3 there were 40 new entrants and five were visible minorities. At an availability of 33.8%, 13 new visible minorities would have been expected to be hired.
- In EEOG 4 there were 16 new entrants and four were visible minorities. At an availability of 34.7%, 5 new visible minorities would have been expected to be hired.
- In EEOG 8 there were 29 new entrants and 1 was a visible minority. At an availability of 16.7%, 4 new visible minorities would have been expected to be hired.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

- There were 14 goals set, and 0 goals met.
- Due to VMware closing its only physical location in Canada in 2016, VMware has stated that the growth of its workforce will be limited, if not reduced over the next three years.
- In spite of this workforce stagnation, VMware has hired 23 new designated group members in the 2018 (of its 100 new entrants).
- It is important to note that VMware's previous workforce analysis was done in July 2016, and now subsequently June 2018. This is just under a 24 month period, instead of the usual 36 month period for a subsequent assessment and may also explain why many of their goals were not met.

ASSESSMENT OF GOALS

VMware did not set short-term goals, stating that the growth in their Canadian workforce will be limited, if not reduced over the next three year. After informing them of the requirements, VMware Canada made the changes – setting their short term and long term goals to equal at least availability.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-9	38.9	38.9	15.8	38.9
03	Professionals	-15	27.0	27.0	9.4	27.0
04	Semi-Professionals & Technicians	-8	24.0	24.0	2.8	24.0
08	Skilled Sales & Service Personnel	-11	27.9	27.9	12.7	27.9

Observations:

- For all 4 EEOGs with gaps, a short-term and long-term goal was set equal to labour market availability. By achieving these goals, the present gap will be eliminated.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-1	2.2	2.2	0	2.2
08	Skilled Sales & Service Personnel	-1	1.3	1.3	0	1.3

Observations:

- For both EEOGs with gaps, a short-term and long-term goal was set equal to labour market availability. By achieving these goals, the present gap will be eliminated.

Person with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	# or %	# or %	%	%
01/ 02	Managers	-2	4.3	4.3	0	4.3
03	Professionals	-2	3.8	3.8	1.2	3.8
04	Semi-Professionals & Tech	-2	4.8	4.6	0	4.6
08	Skilled Sales & Service Personnel	-2	3.5	3.5	0	3.5

Observations:

- For all 4 EEOGs with gaps, a short-term and long-term goal was set equal to labour market availability. By achieving these goals, the present gap will be eliminated.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	# or %	# or %	%	%
02	Middle and Other Managers	-3	15.0	15.0	7.9	15
03	Professionals	-14	33.8	33.8	17.6	33.8
04	Semi-Professionals & Technicians	-5	34.7	34.7	19.4	34.7
08	Skilled Sales & Service Personnel	-5	15.5	15.5	8.5	15.5

Observations:

- For all 4 EEOGs with gaps, a short-term and long-term goal was set equal to labour market availability. By achieving these goals, the present gap will be eliminated.

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 VMware Canada Inc. has a few gaps in each of the designated groups, they may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals in all designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070
- Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

Name of Analyst: Neeta Dhillon

Date: August 17 2018

Subject: Government of Canada Agreement Number: 061360 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Teana Ross:

I am writing to inform you that the subsequent compliance assessment initiated on 31/03/2018 has been completed. As a result of the assessment, VMware Canada Inc. 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 , VMware Canada Inc.'s employment equity program.

- Given that VMware Canada Inc. has a few gaps in each of the designated groups, they may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals in all designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sqiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070
- Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

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 31/03/2021. 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, VMware Canada Inc. 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, VMware Canada Inc. 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!