Labour Program Federal Contractors Program

OFFICIAL USE ONLY Agreement N°:

s.24(1)

Agreement to Implement Employment Equity

	OR	GANIZATION			
Legal Name of Organization		······	Parent company is lo	cated outside	Canada
VMware Canada Inc.			P	*	
			L4	(66	No
Operating Name (if different from Legal Nam			-		
VMware, Inc.	re or or garneacon)		Business Number		
			Total number of emp Permanent Full-Time		
Organization's North American Industry Clas		Ode Number			
To find your organization's four-digit NAICS http://www.statcan.gc.ca/subjects-sujets/sta-)7/list-liste-eng.htm	Federally Regu	lated	
54199 541990			Provincially Re	gulated	
			***************************************		***************************************
	***************************************	EAD OFFICE		····	·
Address (building number, street, suite, etc.) 1122 International Blvd. S		City		Province	Postal Code
Burlington, Ontario L7L 62		Burlington Telephone Number		<u>Ontario</u>	1171628
		905-315-600			
	EMPLOYME	NT EQUITY CONT	ACT		
Name (print)		Tille			
Telephone Number	E-mail Address	••••	The second secon		
s was great and it should show the	£71001 7024 000				e of Correspondenc
				Z] English	French
	CEI	RTIFICATION	***************************************		
The above-named organization:		***************************************	······		***************************************
 having a combined workforce of 100) or more permanent full-t	Filippopolyte, interpretable propriation of proper property of		in Connuta :	
intending to bid on, or being in receisupply Arrangement, valued at \$1,0	pt of, a federal governme 00,000 or more (including	nt goods or services j applicable taxes)	contract, standing of	fer or contrac	ct issued under a
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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@hrsde-rhdce.gc.ca.

I, the undersigned, on behalf of (legal name of organization) <u>VM ware, Canada, Inc</u> (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) <u>061360</u>, 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 beleived that VMware did not have any Canadian obligations, as VMware does not have any physical locations in Canada.

On May 4, VMware recieved an e-mail from the Workplace Equitive 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.

Curently, 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.

Emploi et

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: 24May 298 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: <u>ee-eme@hrsdc-rhdcc.gc.ca</u>.

Kindest regards,

Lona Touckly

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

Senior Policy Analyst, Labour Program
Employment and Social Development Canada / Government of Canada Iona.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.

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

Best Regards.

Marie-Josee Lemery

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

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

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

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.)

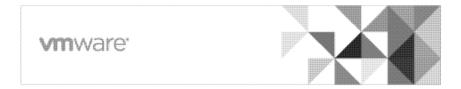
Thank you,

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



Employment and Social Emploi et Développement Development Canada social Canada

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

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	ı	Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	160	0	0	160
Québec	34	0	0	34
Nova Scotia	2	0	0	2
New Brunswick	2	0	0	2
Manitoba	2	0	0	2
British Columbia	16	0	0	16
Alberta	17	0	0	17
Total Employees in Cana	ada 🕨			233

	Cen	sus Metropolitai	n Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	11	0	0	11
Edmonton	3	0	0	3
Montréal	4	0	0	4
Toronto	17	0	0	17
Vancouver	3	0	0	3
Winnipeg	2	0	0	2
Québec	4	0	0	4
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

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 CMA	\s 3	0	0	3
B.C. less CMA	s 11	0	0	11
N.B. less CMA	. 2	0	0	2
N.S. less CMA	2	0	0	2
Ont. less CMA	s 113	0	0	113
Que. less CMA	Ns 26	0	0	26
Total Employe	es in Canada)		233

Employment and Social Emploi et Développement Development Canada social Canada

VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

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

Occupational Group		ļ	All Employee:	S		original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible N	finorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col, 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3							***************************************					
Bottom Range: Under \$5,000	2												
	1	38	32	6							3	3	
	Total	38	32	6							3	3	
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	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	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	36	35	1	1	1					7	7	
	Total	36	35	1	1	1					7	7	
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	1	2	1		1						
	Total	3	1	2	1		1						

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Form 2 A

VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

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

Occupational Group		ļ	All Employees	5	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible N	finorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	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

Employment and Social Emploi et Développement Development Canada social Canada

VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

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

Occupational Group		ļ	All Employee:	S		original Peor	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3							***************************************					
Bottom Range: Under \$5,000	2												
	1	32	26	6							3	3	
	Total	32	26	6							3	3	
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	55	49	6	1	1					15	14	1
	Total	55	49	6	1	1					15	14	1
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	32	31	1	1	1					7	7	
	Total	32	31	1	1	1					7	7	
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	1	2	1		1						
	Total	3	1	2	1		1						

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Employment and Social Emploi et Développement Development Canada social Canada

VMware Canada Inc. (certificate # 061360)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

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

Occupational Group		ļ	All Employee:	S	Ab	original Peor	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	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

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec

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

Occupational Group		,	All Employee:	3	At	original Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	√inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	11	11										
	Total	11	11										
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	19	16	3									
	Total	19	16	3									

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Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

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

Occupational Group		,	All Employee:	S	Ab	original Peop	les	Perso	ns with Disal	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees	A	34	31	3									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia

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

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ons with Disa	bilities	Membe	rs of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col, 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		2	2										

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / New Brunswick

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

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ons with Disal	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2					1	1				
	Total	2	2					1	1				
Total Number of Employees		2	2					1	1				

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Manitoba

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

Occupational Group		,	All Employee	S	Ab	original Peop	les	Perso	ons with Disa	bilities	Member	rs of Visible N	Minorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1		1	1							
	Total	1	1		1	1							
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		2	2		1	1							

Employment and Social Emploi et Développement Development Canada social Canada

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		,	All Employee:	s	At	original Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	 ∕linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	7	5	2									
	Total	7	5	2									
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	4	1							1		1
	Total	5	4	1							1		,

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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / British Columbia

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

Occupational Group		,	All Employee	s	At	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		16	13	3							1		1

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

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

Occupational Group		,	All Employee	S	At	original Peo	ples	Perso	ons with Disa	bilities	Membe	rs of Visible N	 ∕linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	8	8		1	1							
	Total	8	8		1	1							
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	7	6	1									
	Total	7	6	1									
Total Number of Employees		17	16	1	1	1							

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FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

		All Employees		At	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	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



Form 3 A

VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

		All Employees		Al	ooriginal Peopl	es	Pers	sons with Disat	oilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	160	141	19	3	2	1				30	29	1
Total Number of Employees	160	141	19	3	2	1				30	29	1



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Québec

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	34	31	3									
Total Number of Employees	34	31	3									



Form 3 A

VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Nova Scotia

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

		All Employees		Al	poriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	2	2										
Total Number of Employees	2	2										

Form 3 A

VMware Canada Inc. (certificate # 061360)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / New Brunswick

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

		All Employees		Al	poriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	2	2					1	1				
Total Number of Employees	2	2					1	1				

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Manitoba

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	2	2		1	1							
Total Number of Employees	2	2		1	1							



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / British Columbia

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible M	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	16	13	3							1		1
Total Number of Employees	16	13	3							1		1

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Alberta

		All Employees		Al	poriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	17	16	1	1	1							
Total Number of Employees	17	16	1	1	1							



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

	All Employees			Al	poriginal Peop	es	Pers	ons with Disab	ilities	Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	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	



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

		All Employees			poriginal Peop	les	Pers	ons with Disab	oilities	Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	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	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Québec

	All Employees			А	Aboriginal Peoples			ons with Disab	ilities	Members of Visible Minorities		
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	5	5										
Semi-Professionals and Technicians	1	1										
Skilled Sales and Service Personnel	8	7	1									
Total Number of Employees Hired	14	13	1									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Manitoba

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

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / British Columbia

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

	Employ	ees promoted ((Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)	
Occupational Crown	All Employees			А	Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Middle and Other Managers	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		



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

	Employ	ees promoted ((Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	omoted.)	
Occupational Crown		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Middle and Other Managers	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		



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Québec

	Employ	ees promoted (Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Oppunational Crown		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Promoted	1	1										
Total Number of Promotions	1	1										



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / British Columbia

	Employ	ees promoted ((Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Crown		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilítíes	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	2	2										
Total Number of Employees Promoted	2	2										
Total Number of Promotions	2	2										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Alberta

	Employ	ees promoted (Employees pro	omoted during	the year are to	be reported or	ly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Oppunational Crown		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilítíes	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	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									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Ontario

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Québec

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Skilled Sales and Service Personnel	3	3										
Total Number of Employees Terminated	3	3										



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / New Brunswick

		All Employees	•	А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Terminated	1	1										



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / British Columbia

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Alberta

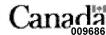
		All Employees	;	Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	3	3										
Skilled Sales and Service Personnel	2	1	1									
Total Number of Employees Terminated	5	4	1									

Workforce Analysis - Detailed Report

Date: 2018-06-27

Women

					Women		
Employment Equity Occupational Group	Internal Location	All Employees	Repre	sentation	Avail	lability 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



Workforce Analysis - Detailed Report

Date: 2018-06-27

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Represe	ntation	Avai	lability	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

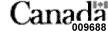


Workforce Analysis - Detailed Report

Date: 2018-06-27

Aboriginal Peoples

				Aborig	inal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Availa	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
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



Workforce Analysis - Detailed Report

Date: 2018-06-27

Aboriginal Peoples

				Abori	ginal Peoples	5		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
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



Workforce Analysis - Detailed Report

Date: 2018-06-27

Members of Visible Minorities

				Members o	f Visible Mind	orities	
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	ability Gar	Recruitment Area
		#	#	%	%	# #	ŧ
02 : Middle and Other Managers	National	38	3	7.9 %	15.0 %	6 -	3 National
03 : Professionals		85	15	17.6 %	33.7 %	29 -1	4
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 -	I 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 -	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 -	•
2282 : User support technicians	British Columbia	2	0	0.0 %	32.5 %	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	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	12.2 %	0	O Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		71	6	8.5 %	16.4 %	12 -	
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	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



Workforce Analysis - Detailed Report

Date: 2018-06-27

Members of Visible Minorities

				Members o	of Visible Min	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
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



Workforce Analysis - Detailed Report

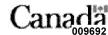
Date: 2018-06-27

Persons with Disabilities

				Persons	with Disabilit	ies	
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Availa	ability G	ap Recruitment Area
		#	#	%	%	#	#
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



Workforce Analysis - Detailed Report

Date: 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



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

Women

											·····	Women								
Employment Equity Occupational Group	Internal Location		All Employee	S				entation					Availa	bility				Gap		Recruitment Are
		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	4	3 7	6		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	(9.2%	9.4 %	0.2 %	26.4 %	26.9 %	0.5 %	23	23	ı .	0 -15	-15	C	
1121 : Human resources professionals	National	1	1	(3 1		İ	100.0 %	100.0 %	0.0 %	71.1 %	71.1 %	0.0 %	1	1		0 0	0	Č	National
1123 : Professional occupations in advertising, marketing and public relations	National	4	3	-1	0			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	(8.0%	8.7 %	0.7 %	28.3 %	28.3 %	0.0 %	7	7		0 -5	-5	C	National
2173 ; Software engineers and designers	National	46	44	-2	2 2	1	-	4.3 %	2.3 %	-2.0 %	17.4 %	17.4 %	0.0 %	8	8		0 -6	.7		National
2174 : Computer programmers and interactive media developers	National	3	3	(] 1	1	(33.3 %	33.3 %	0.0 %	17,9 %	17.9 %	0.0 %	1	1		0 0	0	C	National
4021 : College and other vocational instructors	National	2	2	() 0	0	(0.0 %	0.0 %	0.0 %	53.8 %	53.8 %	0.0 %	1	1		0 -1	-1	C	National
4112 : Lawyers and Quebec notaries	National	1	2	1	1 0	0	(0.0 %	0.0 %	0.0 %	42.5 %	42.5 %	0.0 %	0	1		1 0	-1		National
4163 : Business development officers and marketing researchers and consultants	National	5	7	2	2 2	2	(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	-4	9.1 %	2.8 %	-6.3 %	24.1 %	24.0 %	-0.1 %	8	9		1 -5	-8		
2282 : User support technicians	British Columbia	2	2	() 0	Q		0.0%	0.0 %	0.0 %	25.1 %	25.1 %	0.0 %		1		0 -1	×1	C	British Columbia
2282 : User support technicians	Ontario	30	32	2	2 3	1	-3	10.0 %	3.1 %	-6.9 %	24.2 %	24.2 %	0.0 %	7	8		1 -4	-7		Ontario
2282 : User support technicians	Québec	1	2	1	1 0	C	(0.0%	0.0%	0.0 %	19.6 %	19.6 %	0.0%	0	0		0 0	0	C	Québec
07 : Administrative and Senior Clerical Personnel		3	3	(2	2	(66.7%	66.7 %	0.0 %	80.5 %	80.5 %	0.0%	2	2		0 0	0	C	
Employment Equity Occupational Group	Ont. less CMAs	1	1	() 0	C	(0.0 %	0.0 %	0.0%	87.1%	87.1 %	0.0 %	\$	1	•	0 -1	-1	Č	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	(2	2		100.0 %	100.0 %	0.0 %	77.2 %	77.2 %	0.0 %	2	2		0 0	0	C	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		66	71		5 9	9	(13.6 %	12.7 %	-0.9 %	27.6 %	27.8 %	0.2 %	18	20	1	2 -9	-11		
6221 : Technical sales specialists - wholesale trade	Alberta	7	7	(2	1	~	28.6 %	14.3 %	-14,3 %	20.5 %	20.5 %	0.0 %	1	1		0 1	0		Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	6	5	-1	2	1		33.3 %	20.0 %	-13.3 %	26.3 %	26.3 %	0.0 %	2	1		1 0	0	C	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	0	1		1 0	0	(0.0 %	0.0 %	0.0 %	27.8 %	27.8 %	0.0 %	0	0		0 0	0	C	Manitoba

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Workforce Analysis - Comparison Detailed Report

Date #1 (YYYY-MM-DD): 2016-04-29 Date #2 (YYYY-MM-DD): 2018-06-27

Women

												Women								
Employment Equity Occupational Group	Internal Location		All Employees	8			Repre	sentation					Avail	ability				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	
		#	#	#	#	#	#	%	%	%	%	%	%	#	#	#	#	#	#	
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	1 0	-		0		0.0%	0.0 %	0.0 %	26.1 %	26.1 %	0.0 %	0	0		0	(, c	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	1 1	()	0		0.0 %	0.0%	0.0 %	24.9 %	24.9 %	0.0 %	0	0		0) c	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		-7	-7	,	Ontano
6221 : Technical sales specialists - wholesale trade	Québec	14	19		5 .	3		1 14.3 %	15.8 %	1.5 %	29.1%	29.1 %	0.0 %	4	6		2 -2			Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	1 0	-		0		0.0%	0.0%	0.0 %	28.0 %	28.0 %	0.0 %	0	e		0	(i c	Saskatchewan
Total		235	233	-	2 2	9 26	-	3 12.3 %	11.2 %	-1.2 %	29.6 %	29.4 %	-0.2 %	69	69	-	-40	-43		

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Comparison Detailed Report

Date #1 (YYYY-MM-DD): 2016-04-29 Date #2 (YYYY-MM-DD): 2018-06-27

Aboriginal Peoples

			Aboriginal Peoples																	
Employment Equity Occupational Group	Internal Location		All Employee	s			Repres	entation					Availa	bility				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	
		#	#	#	#	#	#	%	%	%	%	%	%	#	#	#	#	#	#	1
02 : Middle and Other Managers	National	4(36	3-	0	0		0.0 %	0.0 %	0.0 %	2.2 %	2.2 %	0.0 %	3	1	C	-1	-3	O	National
03 : Professionals		87	85	-2	2	3		2.3 %	3.5 %	1.2 %	1.0 %	1.0 %	0.0 %	3	1	C	1	2	1	
1121 : Human resources professionals	National	,	1	6	0	q		0.0 %	0.0 %	0.0 %	2.7%	2.7 %	0.0 %	0	0	C	0	0	Q	National
1123 : Professional occupations in advertising, marketing and public elations	National	-	3	-	ō	Ö		0.0%	0.0 %	0.0 %	2.1%	2.1 %	0.0 %	Ö	0	č	0	0	Ğ	National
2171 : Information systems analysts and consultants	National	25	23	-2	0	C	(0.0%	0.0 %	0.0 %	1.1%	1.1%	0.0 %	0	0	C	0	0	C	National
2173 : Software engineers and designers	National	46	44	-2	2	3		4.3 %	6.8%	2.5 %	0.6 %	0.6 %	0.0 %	0	0	c	2	3	1	National
2174 : Computer programmers and interactive media developers	National	3	3	(0	O	(0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	0	0	C	0	0	O	National
4021; College and other vacational instructors	National	1	2	C	0	0	(0.0 %	0.0 %	0.0 %	2.4 %	2.4 %	0.0 %	0	0	C	0	0	O	National
4112 : Lawyers and Quebec notaries	National	1	2	1	0	C		0.0 %	0.0 %	0.0 %	1.6 %	1,6 %	0.0 %	0	0	C	0	0	O	National
4163 : Business development officers and marketing researchers and consultants	National		7	2	0	0	†	0.0%	0.0%	0.0 %	2.0 %	2.0 %	0.0%	Ü	0	C	0	0	0	National
04 : Semi-Professionals and Technicians		35	36	2	1	1	1	3.0 %	2.8%	-0.2 %	1.6 %	1.6 %	0.0 %	***************************************	1	0	0	0	G	
2282 : User support technicians	British Columbia	2	2		Đ	0	(0.0%	0.0%	0.0 %	1.8 %	1.8 %	0.0%	0	0	C	0	0	Q	British Columbia
2282 : User support tachricians	Ontario	30	32	2	1	1	(3.3 %	3.1 %	-0.2 %	1.6 %	1.6 %	0.0 %	0	1	,	1	0	-1	Ontario
2282 : User support technicians	Québec	1	2	1	0	0	ļ	0.0 %	0.0%	0.0 %	1.3 %	1.3 %	0.0 %	0	G	C	0	0	C	Québec
07 : Administrative and Senior Clerical Personnel		3	3	(1	1	İ	33.3 %	33.3 %	0.0 %	3.5 %	3.5 %	0.0 %	0	G	C	1	1	G	
Employment Equity Occupational Group	Ont. less CMAs	1	1	0	0	q	(0.0 %	0.0 %	0.0 %	4.1%	4.1 %	0.0 %	0	0	C	0	0	O	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	· c	1	1	1	50.0 %	50.0 %	0.0 %	3.2 %	3.2 %	0.0 %	0	0	C	1	1	O	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		60	71	5	0	0	(0.0%	0.0 %	0.0 %	1.3 %	1.3 %	0.0 %	1	1		-1	-1	C	
5221 : Technical sales specialists - wholesale trade	Alberta	,	7	(9	G	(0.0%	0.0 %	0.0 %	2.0 %	2.0 %	0.0 %	0	0	C	0	9	G	Alberta
5221 : Technical sales specialists - wholesale trade	British Columbia	6	5	-1	0	G	(0.0%	0.0 %	0.0 %	2.5 %	2.5 %	0.0 %	0	0	6	0	0	Ġ	British Columbia
5221 : Technical sales specialists - wholesale trade	Manitoba		1	1	0	0	-	0.0 %	0.0 %	0.0 %	6.3 %	6.3 %	0.0 %	0	0	C	0	0	0	Manitobe

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Workforce Analysis - Comparison Detailed Report

Date #1 (YYYY-MM-DD): 2016-04-29 Date #2 (YYYY-MM-DD): 2018-06-27

Aboriginal Peoples

											Al	original Peop	oles							
Employment Equity Occupational Group	Internal Location		All Employee	s	1		Repres	sentation			1		Avail	ability			1	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	
		#	#	#	#	#	#	%	%	%	%	%	%	#	#	#	#	#	#	**
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		New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	1	()	0	· · · · · ·	0.0 %	0.0 %	0.0 %	2.3 %	2.3 %	0.0 %	· · ·	0	<u></u>	0 0	0		Nova Scotia
5221 : Technical sales specialists - wholesale trade	Ontario	36	38	2	2	o g	ļ	0.0%	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %		0	<u></u>	0 (0		Ontario
6221 : Technical sales specialists - wholesale trade	Québec	14	19		3	0	ł	0.0%	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	······································	0	<u></u>	0 0	0) Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	-	1	0	-	0.0%	0.0 %	0.0 %	8.2 %	8.2 %	0.0 %	(0		0 0	0		3 Saskatchewan
Total		235	233	4	?	. 5	<u> </u>	1.7 %	2.1 %	0.4 %	1.4 %	1.4 %	-0.0 %	4	4		o c	1		1

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Comparison Detailed Report Date #1 (YYYY-MM-DD): 2016-04-29 Date #2 (YYYY-MM-DD): 2018-06-27

Members of Visible Minorities

											Member	s of Visible M	inorities							
mployment Equity Occupational Group	Internal Location		All Employee	\$			Repres	entation			-		Avail	ability				Gap		Recruitment Are
		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	40	38	-8	3	3	(6.5 %	7.9 %	1.4 %	15.0 %	15.0 %	0.0 %		7 6	-	1 -4	-3	1	National
3: Professionals		87	85	-2	12	15	***************************************	13.8 %	17.6 %	3.8 %	34.1%	33.7 %	-0.4 %	30	29	-	-18	-14	4	***************************************
1121 : Human resources professionals	National	1	1	6	0	G		0.0%	0.0 %	0.0 %	14.1%	14.1 %	0.0 %) 0		0 0	0	(National
123 : Professional occupations in advertising, marketing and public elations	National	-	3	-1	0	ď		0.0%	0.0 %	0.0 %	16.9 %	16.9 %	0.0 %		1		-1	-1	Č	National
2171 : Information systems analysts and consultants	National	25	23	-2	5	6		20.0 %	26.1 %	6.1 %	31.4 %	31.4 %	0.0 %		3 7	-	1 -3	-1	2	National
2173 : Software engineers and designers	National	46	44	-2	7	9		15.2 %	20.5 %	5.3 %	40.5 %	40.5 %	0.0 %	15	18		-12	-9	3	National
2174 : Computer programmers and interactive media developers	National	3	3	(0	G	(0.0 %	0.0 %	0.0 %	31.5 %	31.5 %	0.0 %	1	1 1		-1	-1	C	National
4021; College and other vocational instructors	National	2	2	0	0	0	(0.0%	0.0 %	0.0 %	13.4 %	13.4 %	0.0 %	(0		0	0	C	National
4112 ; Lawyers and Quebec notaries	National		2		0	0		0.0%	0.0 %	0.0 %	12.5 %	12.5 %	0.0 %) 0		0	0	C	National
4163 : Business development officers and marketing researchers and consultants	National		7	2	0	0		0.0 %	0.0%	0.0 %	21.9 %	21.9 %	0.0 %		2	·	.1	-2		National
04 : Semi-Professionals and Technicians		33	36	2	6	7	1	18.2 %	19.4 %	1.2 %	35.1%	34.7 %	-0.4 %	1,	2 12	1	-6	-5	1	*
2282 : User support lechnicians	British Columbia	2	2	C	0	C	(0.0%	0.0 %	0.0 %	32.5 %	32.5 %	0.0%		1		.1	.1	C	British Columbia
2282 : User support technicians	Ontario	30	32	ž	6	7		20.0 %	21.9 %	1.9 %	35.9 %	35.9 %	0.0 %	11	11		্	.4	1	Ontario
2282 : User support technicians	Québec	1	2	1	0	0	ļ	0.0 %	0.0%	0.0 %	18.2 %	18.2 %	0.0 %	() 0		0	0	C	Québec
07 : Administrative and Senior Clerical Personnel			3	C	0	G	ļ (0.0 %	0.0 %	0.0 %	8.6 %	8.6 %	0.0 %	{) 0		0	0	C	
Employment Equity Occupational Group	Ont. less CMAs	1	1	(0	q	(0.0%	0.0 %	0.0 %	1.6 %	1.6 %	0.0 %	(0) 0	0	C	Ont, less CMAs
Employment Equity Occupational Group	Ottawa - Galineau	2	2	ε	0	0	1	0.0%	0.0 %	0.0 %	12.2 %	12.2 %	0.0 %	(3 0) 0	0	0	Ottawa - Gatineau
8 : Skilled Sales and Service Personnel		60	71	5	5	6		7.6 %	8.5 %	0.9 %	16.6 %	16.4 %	-0.2 %	11	12	<u> </u>	1 -6	-6	C	1
5221 : Technical sales specialists - wholesale trade	Alberta	,	7	(0	G	(0.0 %	0.0 %	0.0 %	11.3 %	11.3 %	0.0 %		1		7 -1	v1	C	Alberta
3221 : Technical sales specialists - wholesale trade	British Columbia	6	5	-3	1	1	,	16.7 %	20.0 %	3.3 %	24.7 %	24.7 %	0.0 %	1	1) 0	0	C	British Columbia
221 : Technical sales specialists - wholesale trade	Manitoba		1		0	0	-	0.0 %	0.0 %	0.0 %	7.8 %	7.8 %	0.0 %		0		0 0	0	C	Manitoba

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Workforce Analysis - Comparison Detailed Report

Date #1 (YYYY-MM-DD): 2016-04-29 Date #2 (YYYY-MM-DD): 2018-06-27

Members of Visible Minorities

											Member	rs of Visible M	linorities							
Employment Equity Occupational Group	Internal Location		All Employee	s			Repres	sentation			Ī		Avail	ability				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	-
		#	#	#	#	#	#	%	%	%	%	%	%	#	#	#	#	#	#	
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 New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	1	()	0	· · · · · ·	0.0 %	0.0 %	0.0 %	2.7%	2.7%	0.0 %	· · ·	0		0 0	,)	0 Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	36	38	2	2	5	ļ	11.1%	13.2 %	2.1 %	20.8 %	20.8 %	0.0 %	,	8	•	1 -3	3	3	0 Ontano
6221 : Technical sales specialists - wholesale trade	Québec	14	19		3	0	ł	0.0%	0.0 %	0.0 %	8.5 %	8.5 %	0.0 %	· · · · · · · · · · · · · · · · · · ·	2		4 -1	7		¶ Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	-1	:	0		0.0%	0.0 %	0.0 %	2.7%	2.7 %	0.0 %	(e		0 0) (0 Saskatchewan
Total		235	233	-2	2		+	5 11.1 %	13.3 %	2.2 %	25.3 %	25.2 %	-0.1 %	60	59		1 -34	-28	3	6

Total may not equal sum of components due to rounding.

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





Workforce Analysis - Comparison Detailed Report

Date #1 (YYYY-MM-DD): 2016-04-29 Date #2 (YYYY-MM-DD): 2018-06-27

Persons with Disabilities

											Perso	ns with Disat	ollities							
Employment Equity Occupational Group	Internal Location		All Employee	s			Repres	sentation					Avail	ability				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	
		#	#	#	#	#	#	%	%	%	%	%	%	#	#	#	#	#	#	
01/02 : Managers	National	46	38	4	1	(0.0 %	0.0%	0.0 %	4.3 %	43%	0.0 %	2	2	1	-2	-2		0 National
03 : Professionals	National	87	85	-2	1	1	†	1.1%	1.2 %	0.1 %	3.8 %	3.8 %	0.0 %	3	3		-2	-2		0 National
04 : Semi-Professionals and Technicians	National	33	36	3	1		-	0.0%	0.0 %	0.0 %	4.6%	4.6 %	0.0%	2	2		-2	-3		0 National
07 : Administrative and Senior Clerical Personnel	National	3	3	((,	(0.0%	0.0 %	0.0 %	3.4 %	3.4 %	0.0 %	ō	r c		o c	0		0 National
08 : Skilled Sales and Service Personnel	National	66	71		. (((00%	0.0 %	0.0 %	3.5 %	3.5 %	0.0 %	2			2 -2	-2		0 National
Total		235	233	4	,	1	†	0.4%	0.4 %	0.0 %	3.9 %	3.9 %	-0.0%	9	9	ļ	э -а	-8		o

Total may not equal sum of components due to rounding.

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



2018-06-27



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 - 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

2018-06-27 Canada*



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

Canada

Data from Fi	rst/Previous Wor	kforce Analysis
Ţ	L	Ţ

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	04	29

Data from Su	ibsequent/Curre Analysis	ent Workforce
1	1	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	06	27

Table 5: Women
Subsequent/Current Workforce Analysis

			Гable 1: Women	
		First/Pro	evious Workforce A	Analysis
Emmlo	syment Fauity Occupational Cycup (FFOC)	All Employees	Won	nen
embio	yment Equity Occupational Group (EEOG)		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

All Employees	Won	nen
	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
233	26	29.4

* Source	:			
2006 Cen	sus of C	Canada		

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Data from First	/Previous Wo	rkforce Analysis
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Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	04	29

Data from Sub	sequent/Curr Analysis	ent Workforce
Τ	Ţ	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	06	27

		Table	2: Aboriginal P	eoples
F1		First/Previous Workforce Analysis		
		All Employees	Aborigina	ıl Peoples
rmbie	oyment Equity Occupational Group (EEOG)		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

Table 6: Aboriginal Peoples Subsequent/Current Workforce Analysis		
	Representation	Availability*
#	#	%
0	0	0.0
38	0	2.2
85	3	1.0
36	1	1.6
0	0	0.0
0	o	0.0
3	1	3.5
71	ol	1.3
0	ol	0.0
0	0	0.0
0	0	0.0
233	5	1.4

* Source:	
2006 Cens	of Canada

rce: Census of Canada	2006	* Sou
0.00	Census	
	of Canad	
	1	

Data from First	/Previous Woi	rkforce Analysis
1	1	Ψ.

Data from Fi	rst/Previous Work!	force Analysis
YYYY	MM	DD
2016	04	29

Data from Si	ubsequent/Curr Analysis	ent Workforce
1	1	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	06	27

		Table 3: Members of Visible Minorities First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
Empi	oyment Equity Occupational Group (EEOG)		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				
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		
233	31	25.4		

* Source:	
2006 Census of Canada	

Data from Firs	t/Previous Wor	kforce Analysis
Ţ	1	1

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	04	29

	Ψ	4	₩
is	Data from Subse	quent/Current W	orkforce Analysis
	YYYY	MM	DD

2018

Data from Subsequent/Current Workforce Analysis

06

		Table 4: Persons with Disabilities			
		First/Previous Workforce Analysis			
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Persons with	Persons with Disabilities	
z.i.p.o	ymene Equity Occupational Group (2200)		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				
	Representation	Availability*		
#	#	%		
38	0	4.3		
85	1	3.8		
36	ol	4.8		
0	0	0.0		
0	0	0.0		
3	0	3.4		
71	0	3.5		
0	0	0.0		
0	ol	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 o	f Canada	

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Part 2: Flow Data Analysis

Vmware, Inc

43274

Start	Date of Flo	w Data
YYYY	MM	DD
2016	05	01

End I	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	
	Full-time	Full-time / National		/ National
Employment Equity Occupational Group (EEOG)	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	o
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	o
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	o
Total	73	8	0	0

Full-time / National		Part-time / National		
All Employees Promoted	uployees Women E		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	
27	3	0	0	

Table 9: Women				
Full-time	Full-time / National		/ 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	o	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	
0	0	0	0	
74	11	0	0	

Part 2: Flow Data Analysis

Vmware, Inc

43274

Start	Date of Flov	Data
Start Date of Flow Data YYYY MM DD 2016 05 01		
2016	05	01

End I	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

				<u> </u>	<u> </u>
		Table 2: Aboriginal Peoples			
		Full-time	/ National	Part-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01	Senior Managers	0	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

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	
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	0	0	0	

Tabl	e 10: Abo	riginal Ped	oples	
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	

Part 2: Flow Data Analysis

Vmware, Inc

43274

Start	Date of Flow	Data
YYYY	MM	DD
2016	05	01

-	End I	Date of Flow	Data
	YYYY	ММ	DD
	2018	06	21

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

			<u> </u>	<u> </u>	Ψ
		Table 3: Persons with Disabilities			
		Full-time	/ National	Part-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	7	0	0	0
03	Professionals	32	0	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	C
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	0	0	C
11	Intermediate Sales & Service Personnel	0	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	C
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0

Total

73

Full-time	/ National	Part-time / National					
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted				
#	#	#	#				
0	0	0	0				
8	0	0	0				
8	0	0	0				
7	0	0	C				
0	0	0	C				
0	0	0	0				
0	0	0	C				
4	0	0	0				
0	0	0	0				
0	0	0	C				
0	0	0	C				
0	0	0	C				
0	0	0	C				
0	0	0	0				
27	0	0	0				

Full-time	/ National	Part-time / National					
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities 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				

Part 2: Flow Data Analysis

Vmware, Inc

43274

2016	05	01
YYYY	MM	DD .
Start	Date of Flow	v Data

-	YYYY	MM	DD
-	2018	06	21

Data from Form 4 - Employees Hired

 \downarrow J

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Table 4: Members of Visible Minorities									
	Full-time	/ National	Part-time / National							
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired						
	#	#	#	#						
01 Senior Managers	0	0	0	0						
02 Middle & Other Managers	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				
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				
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	1	0	0				

Federal Contractors Program Achievement Report Part 3: Goals Vmware, Inc 43274

To a constant of the constant	Data for First/Previous Goals																		
A. B.	C	D	E	F	G	Н	1	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K • M + O) ÷ (C + F)
8	1	Ų.	1	1	Ų	Ţ	Ţ	Ţ	Ţ	1	↓	Ţ	1	Į.	Ţ	Ţ	Ţ	Ţ	Ţ
										Table 1:									
									First/	Previous SI	iort-term (ioals							
				All Em	ployees					T					omen	1	1		
	Number	Grow	th (New Positi	ons)	Turnover (Re	placement of Employees)	Terminated		Number Turnover (Replacement of Hires					3 Year Goals					
Employment Equity	YYYY-MM-DD	Actual	Proje	atad	Actual	Proj		Anticipated Hires Over 3	YYYY-MM-DD	Terminated Employees)		Required		From - To Present		Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-3131-1313	Actuat	rroje		Actuar	1149		Years	1111-1111-120		Г	Over 3 Years	****	1	Availability	I resem cap	Gap	Representation	Years
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-04-29	Annually	Over 3 Years	icars	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	Ħ	9/4	%	#	#	%	9/6
01 Senior Managers	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	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	8	12.5%	3	18	9	26.8%	26.8%	-15	-5	9.2%	16,1%
04 Semi-Professionals & Tech	33	2.9%	0.0%	0	14.5%	9.0%	9	9	3	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	#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	#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	66	2.5%	0.0%	0	29.2%	9.0%	18	18	5	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	#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	#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	#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	#DIV/0!	#DIV/0!
Total	235	+0.3%		0	31.6%		0	0	29	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) 10. + 10.

Calculated by using the following formula: (Terminated full-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
	to a resident	Women				
Employment Equity Occupational Group (EEOG)		Short-term Goals Long-teri				Comments
		#	%	#	%	
	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	7	38.9	111	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	009712

	Federal Contractors Program Achievement Report										
	Part 3: Goals										
	Vmware, Inc										
	43274										
14 Other Manual Workers Total	0 0.0 0 0.0 0 29.5 0 0.0										

									Data 1	or First/I	Previous (Goals							
A B	<u>C</u>	D	IE	F]G]	II			K	L	M	IN	<u> </u>	ÈP	<u> </u>	R	S	T	lU
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
3	1	J		J	J	Τ	1	<u> </u>	Ţ	\	<u> </u>	J	ı	<u> </u>	Ţ	<u>, </u>	<u> </u>	1	······································
										e 3: Abori	.5.7								
									First/	Previous St	ort-term C	loals							
				All En	iployees										nal Peoples				
	Number	Grov	vth (New Positi	ons)	Turnover (Re		Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity		Employees) Do Actual Projected Actual Projec						Anticipated Hires Over 3			Employees)	Required		n - To - YYYY	Present	Present Gaz	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-00	Actual	Proje					Years	YYYY-MM-DD			Over 3	Over 3 Years		Availability	rresent Gap	Gap	Representation	Years
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-04-29	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	#	9/6	%	#	#	#	%	#	#	ü	%	%	ü	#	%	%
01 Senior Managers	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		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	#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	1	0.0%	0	-1	0	3.5%	3.5%	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) (#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) (#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	(0.0%	0	0	1 0		0.0%) (#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	1 0		0.0%	0	1 0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	1 0		0.0%	0	1 0	#DIV/0!	#DIV/0!
Total	235	*0.3%		()	31.6%		0	0	4	0.0%	0	-1	1 0	1.4%	1.4%]]]	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
r		Aboriginal	Peoples	
Employment Equity Occupational Group (EEOG)			Long-term Goals	Comments
	#	%	# %	
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 & Tecl	1 0	1.6	0 1.6	
05 Supervisors	0	0.0	0.0	
06 Supervisors: Crafts & Trac	les 0	0.0	0.0	
07 Administrative & Sr Cleric	al 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	
10 Clerical Personnel	0	0.0	0.0	
11 Intermediate Sales & Servi	ce 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	009714

	Federal Contractors Program Achievement Report								
	Part 3: Goals								
	Vmware, Inc								
	43274								
14 Other Manual Workers Total	0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0								

									Data	or First/I	Provious (Znale							
•									i/itia i	01 1 11 30 1	1011003	30413							
A B	C	D	E	F	G	H		J	K	L	M	N	O	P	Q	R	S	T	L. U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	1	Ų.	1	Ţ	1	1	Ţ	1	1	1	ţ	Ţ	1	Į.	Ţ	Ţ	1	Ţ	J.
		Table 5: Persons with Disabilities																	
		First/Previous Short-term Goals All Employees Persons with Disabilities																	
				All En	nployees		-			T					th Disabilitie	s T			
	Number	Grow	vth (New Posit	tions)		Turnover (Replacement of Terminated Employees)			Number	Turnover (R	Turnover (Replacement of		3 Year Goals From - To						
Employment Equity	YYYY-MM-DD	Actual	Proi	ected	Actual	Projected Hires Over 3			Terminated Employees)			Hires Required		- 1777	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)		Struan	11.9	Over 3	Actual	1100	Over 3	Years	111111111111111111111111111111111111111		Over 3	Over 3 Years		1	Availability		Gap	Representation	Years
	2016-04-29	Annually	Annually	Years	Annually	Annually	Years		2016-04-29	Annually	Years		2016	2019					
	#	%	%	#	%	%	Ħ	#	H	%	#	Ħ	Ħ	%	%	#	#	%	%
01/02 Managers	46	-3.1%	0.0%	0	17.9%	12.5%	1.7	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	Į	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	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%	0.007	0	0	0	0.0%	0	0	0	2 40	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	5 66	0.0%	0.0% 0.0%		0.0%	0.0% 9.0%	10		0	0.0% 9.0%	0	0		3.4% 3.5%	3.4% 3.5%	0	1 '	0.0%	0.0%
09 Skilled Crafts & Trades	00	2.5% 0.0%	0.0%	0	0.0%	9,0%	1.8	18	0	9.0%	0	4		3.3%	0.0%	-2	-1	0.0% #DIV/0!	1.5% #DIV/0!
10 Clerical Personnel	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0:
11 Intermediate Sales & Service	0	0.0%			0.0%		0	0	n	0.0%	0	0	0		0.0%	1 6	"	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%			0.0%		ő	0	0	0.0%	0	0	l 0		0.0%	1 0	ا ۱	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%			0.0%		ő	0	l ő	0.0%	0	0	l o		0.0%	l ŏ	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	#DIV/0!	#DIV/0!
Total	235	-0.3%		0	31.6%		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.

Workforce zanatysis) · 2/ x to	**				Table 6: Persons with Disabilities
Employment Equity		ersons with			
Occupational Group (EEOG)	oup (EEOG) Short-term Goals Long-term Goal				Comments
01/02/14	Ħ	%	#		
01/02 Managers	1	4.3		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	
Total	0	3.9	0	0.0	-009716

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Tanana a	Data for First/Previous Goals																		
$ \begin{bmatrix} A \\ B \end{bmatrix} $	<u>C</u>	D	E	F	G	H	1	J	K	L	M	N	О	P	Q	R		T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	Сх Нх3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K • M + O) ÷ (C + F)
g	4	Ţ	1	1	1	1	1	1	1	1	1	Ţ	1	↓	1	Ţ	1	1	1
									Table 7: M				S						
		First/Previous Short-term Goals All Employees Members of Visible Minorities																	
				All Em	•									embers of A	isible Minor	ities		1	
	Number	Grow	th (New Positi	ons)	Turnover (Ri	Turnover (Replacement of Terminated Employees)			Number		eplacement of	Hires		r Gears n - Te					
Employment Equity	YYYY-MM-DD						Projected Hires Over 3			YYYY-MM-DD Terminated Employees)			equired 2555		Present	Present Gap	Projected	Present	Projected Representation in 3
ccupational Group (EEOG)		Deer 3		Actual	 		Years			Over 3	Over 3 Years		1	Availability		Gap	Representation	Years	
	2016-04-29	Annually	Annually	Years	Annually	Annually	Over 3 Years		2016-04-29	Annually	Years		2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	Ħ	9/6	%	#	#	%	%
01 Senior Managers	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	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	33	12	12.5%	5	22	11		33.8%	-17	-11	13.8%	20.7%
04 Semi-Professionals & Tech	33	2.9%	0.0%	0	14.5%	9.0%	9	9	6	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	#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	#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	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	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	#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	#DIV/0!	#DIV/0!
Total	235	+0.3%		0	31.6%		0	0	26	0.0%	0	34	()	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) 10.

Calculated by using the following formula: (Terminated full-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
		Meml	bers of Visi	ble Minori	ities	
	oloyment Equity upational Group (EEOG)	Short-term Goals Long-term Goals		,	Comments	
		#	% 9/a	#	%	
1	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	-009718

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

									Data for	Subseque	nt/Curre	nt Goals							
$\begin{bmatrix} A \end{bmatrix}_{\text{man}}$	<u>C</u>	D	E	F	G	H	I	J	K	L	M	N	0	P	<u> </u>	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
3-143-41-41-41-41-41-41-41-41-41-41-41-41-41-	Į.	Ţ	Ţ	1	Ų	1	Ţ	J	Ţ	J	Ţ	J	J	Ţ	J	Ţ	J	Ţ	Ų
										Table 9:									
									Subsequ	ent/Current	t Short-teri	n Goals		**					
				All En	nployees										omen			ı	
	Number	Grov	vth (New Posi	tions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires	3 Year	r Geals 1 - To					
Employment Equity	YYYY-MM-DD	I-DD Actual Projected Actual					Projected Hires Over 3			Terminated Employees)		Required	Required VVVV VVVV		Present	Present Gap	Projected	Present	Projected Representation in 3
ccupational Group (EEOG)	2018-06-27	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2018-06-27	Annually	Over 3	Over 3 Years	2018	2021	Availability	,	Gap	Representation	Years
				Years		·	Years		2010 00 27	·	Years		• ***						
01 Senior Managers	# ()	0.0%	%	# /	0.0%	%	# 0	# 1	# 0	0.0%	# ()	# 0	# ()	%	% 0.0%	# 0	# 0	% #DIV/0!	% #DIV/0!
02 Middle & Other Managers	38	-6.2%	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	1	0.0%		39.5%	12.5%	32	32	8	12.5%	- 3	18	٥	27.0%	27.0%	-15	-0	9.4%	16.5%
04 Semi-Professionals & Tech	36		0.0%		14.5%	9.0%	10	10	l ï	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	#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	#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	71	2.5%	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	#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	#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	#DIV/0!	#DIV/0!
Total	233	-0.3%		(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) 10. + 10.

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 (EEOG)	Wom Short-term Goals	ten Long-term Goals	Comments
	9/6	%	
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	009720
14 Other Manual Workers	0.0	0.0	

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Total	29.4 0.0

									Data for	Subseque	nt/Curre	nt Goals							
A B B	C	D	E	F]G]	H	I	J	K	L	M	lN	O	P	Ω	R	S	T	<u>U</u>
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
B-++0	1	J	<u> </u>	J	<u></u>	1	Ţ	Ţ	1	,		<u> </u>	1	<u> </u>	1	1		<u> </u>	<u> </u>
										11: Abor									
									Subsequ	ent/Current	Short-teri	n Goals							
				All En	nployees										nal Peoples				
	Number	Grov	vth (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity	YYYY-MM-DD	Actual	Proje	and a	Actual	•	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-1111-00	Actuai	1103		Actuar	1111		Years	111111111111111111111111111111111111111		6	Over 3 Years	****		Availability	l . resem comp	Gap	Representation	Years
	2018-06-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-06-27	Annually	Over 3 Years	i cars	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	Ħ	9/6	%	#	#	9/6	%
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	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%	C	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	#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	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%	C	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	#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%		(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) 10. + 10.

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
E	oloyment Equity		Aboriginal	Peoples		
	upational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
			%		%	
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	009722
14	Other Manual Workers		0.0		0.0	009722

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Total	1.4 0.0

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									Data for	Subseque	nt/Currei	nt 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	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	1	1	1	1	1	1	1	Ţ	↓	↓	↓	. ↓	1	ţ	1	1	1	1	1
											with Dis								
				. 11 17					Subseque	ent/Current	Short-tern	n Goals		ъ .	th Disabilities				
				AHEM	ployees								3.5	rersons wi r Goals	in Disabilitie	•			
	Number	Grov	vth (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re		Hires		n - To					
Employment Equity	VVVV-MM-DD	Actual	Proje	ected	Actual	Proj	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- 1111	Present Availability	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)				Over 3			Over 3	Years	****		Over 3	Over 3 Years	2010	2021	Avanaonny		Gap	Representation	Years
	2018-06-27	Annually	Annually	Years	Annually	Annually	Years		2018-06-27	Annually	Years		2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	38		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		0.0%	0	39.5%	12.5%	32	32	1	12.5%	0	2	I	3.8%	3.8%	-2	1 .	1.2%	2.4%
04 Semi-Professionals & Tech	36	2.9% 0.0%	0.0%	0	14.5% 0.0%	9.0%	10	10	0	9.0% 0.0%	0	2	0	4.8%	4.8% 0.0%	-2	-2	0.0%	0,0% #DIV/0!
05 Supervisors 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!	#DIV/0:
07 Administrative & Sr Clerical	3	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	n	3,4%	3,4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	71	1	0.0%	0	29.2%	9.0%	19	19	0	9.0%	0	2	1	3.5%	3.5%	2	ľ	0.0%	1.4%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%	7,0	0	0	0	0.0%	ő	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	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

				Table 14: Persons with Disabilities
	Persons	with Disabil	ities	
Employment Equity Occupational Group (EEOG)	Short-term Go	als Lon	g-term Goals	Comments
оссиранина стиць (ЕЕОС)		6	9/6	
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	-009724

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	H	I	J	<u>K</u>	L	M	N	<u></u>	P	<u>Q</u>	R	S	T.	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	↓	↓	Ţ	Ţ	Į.	1	1	1	Ţ	Į.	ţ	Ţ	1	Ţ	Ţ	Ţ	Ţ	Ţ	J.
								٦	Table 15: N				28						
									Subsequ	ent/Current	i Short-teri	n Goals							
				All Er	nployees										isible Minor	ities		ı	
	Number	Grov	vth (New Posit	ions)	Turnover (Re	eplacement of Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity				ected	-		ected	Anticipated Hires Over 3		Terminated	l Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-BD	Actual	Froj		Actual	rrej		Years	YYYY-MM-DD			Over 3	****	-1111	Availability	rresem Gap	Gap	Representation	Years
	2018-06-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-06-27	Annually	Over 3 Years	Years	2018	2021					
	ii.	9/0	9/6	#	9/6	%	#	#	#	%	#	#	¥	0/4	%	#	#	%	%
01 Senior Managers	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%	(35.7%	12.5%	14	14	3	12.5%	1	4	2	15.0%	15.0%	-3	-2	7.9%	10.5%
03 Professionals	85	-0.8%	0.0%	(39.5%	12.5%	32	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%	(14.5%	9.0%	10	10	7	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	#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	#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%	(29.2%	9.0%	19	19	6	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	#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	#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	#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	#DIV/0!	#DIV/0!
Total	233	+0.3%		(31.6%		0	0	31	0.0%	0	28	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.

	I					Table 16: Members of Visible Minorities
L'annia.	ment Equity	Meml	bers of Visil	ble Minoritie	s	
	tional Group (EEOG)	Short-tern	n Goals	Long-term	Goals	Comments
			%		%	
01 Se	enior Managers		0.0		0.0	
02 M	liddle & Other Managers		15.0		15.0	
03 Pr	rofessionals		33.8		33.8	
04 Se	emi-Professionals & Tech		34.7		34.7	
05 St	apervisors		0.0		0,0	
06 St	apervisors: Crafts & Trades		0.0		0.0	
07 A	dministrative & Sr Clerical		8.6		8.6	
08 Sk	killed Sales & Service		15.5		15.5	
09 Sk	killed Crafts & Trades		0.0		0.0	
10 CI	lerical Personnel		0.0		0.0	
11 In	termediate Sales & Service		0.0		0.0	
12 Sc	emi-Skilled Manual		0.0		0.0	
13 (0)	ther Sales & Service		0.0		0.0	009725
14 01	ther Manual Workers		0.0		0,0	-003723

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Vmware, Inc
	43274
Total	25.4 0.0

Federal Contractors Program Achievement Report Part 4: Results - Women Vmware, Inc 43274 В \mathbf{C} D E F \mathbf{G} H L M N 0 O U V W Part 1: Part 1: Part 2: Part 2: $V + U|_{\mathbf{X}}$ $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow E-H K x G ÷ 100 U x F ÷ 100 V-X Data sources Workforce Workforce Workforce Flow Data L - N Flow Data P x F + 100 Q - S Flow Data x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # # % % % % 2016 0.0 0 0.0 0.0 01 Senior Managers 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2016 15.2 38.9 18 -11 39.1 02 Managers 2018 38 6 15.8 38.9 15 -9 40.6 28.6 12.5 1.5 20.0 87 23 -15 2016 8 9.2 26.8 34.3 03 Professionals 2018 85 9.4 27.0 23 -15 34.9 32 9.4 12.5 34 8 8.8 2016 33 3 9.1 24.0 -5 37.9 Semi-Professionals & 04 Technicians 2018 36 2.8 24.0 11.6 0 0.0 0 0.0 40.0 2016 0 0.0 0.0 0 0.0 05 Supervisors 2018 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2016 0 0.0 0.0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 0 Part 2: E = D xPart 2: Flow $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0 0.0 0.0 0.0 0.0 0.0 2018 15 3 20.0 38.9 51.4 27.3 38.9 51.4 Middle & Other 42.9 11 Managers 2021 15 3 20.0 38.9 51.4 38.9 51.4 37.3 2018 40 4 10.0 44.4 26.8 26. 26.4 37.9 03 Professionals 2021 40 10.0 27.0 37.0 27.0 37.0 4 0 24.0 0.0 24.1 Semi-Professionals & 2018 0.0 0.0 0.0 0.0 Technicians 2021 0 0.0 0.0 16 24.0 24.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 2021 0.0 0.0 0.0 0.0 0

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A B	C	D	E	F	G	Н	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	DxG +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
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Employment Equity Occupational Group	Year			·	Vorkforce	enen				1	Hires	omen			P	romotio	15 omen			Ter	minatio	omen	
(EEOG)		All Employees	Represer	ntation	Avail		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Acti		Expected	Difference
	#	и	a.	%	%	#	#	%	#	#	%	ů.	#	и	и	%	#	#	H	#	%	#	н
07 Administrative & Senior Clerical	2016 2018	3 3	2 2	66.7 66.7	80.5 80.5	\$	0	82.8 82.8	0	0	0.0	0	0	(0	0.0	0		0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016 2018	66 71	ļ	13.6 12.7		\$	-9 -11	48.7 45.4	25	3	12.0	7	-4	. 4		25.0	1	(20	3 8	15.0	3	
09 Skilled Crafts & Trades Workers	2016 2018	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				0	V				0		, ,			0	, 0
11 Intermediate Sales &	2018	0	0	0.0	0.0	0	0	0.0	<u>'</u>	0		U	0		0		U	· ·	, v	0	0.0	U	/ U
Service Personnel Semi-Skilled Manual	2018 2016	0	0	0.0	0.0	0	0	0.0	0	0		0	0	(0		0	0	0	0	0.0	0	0
Workers Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	<u> </u>	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	Part 3: Goals	F÷1x100	Part 3: Goals	E+Kx 100	Part 3: Goals	F ÷ M x 100											
		↓	<u> </u>	<u> </u>			<u> </u>																
			Entran	its		Ct	C .		loals		C ·												
Employment Equity Occupational Group	Year		low Data Wort	ien		Short-te wo	rm Goal	S		Long-ter							c	ommen	te				
(EEOG)		All Employees	Actu		Goal	Percent of	Goal	Percent of	Goal	Percent of	Geal	Percent of						ommen	113				
	4	#		%	J	Goal Met	%	Goal Met		Goal Met	%	Goal Met											
07 Administrative &	2018	0		0.0			80.5			0.0	80.5	0.0											
Senior Clerical	2021	0	<u> </u>	0,0	THE PERSON NAMED IN COLUMN		80.5	0.0			80.5	0.0											
08 Skilled Sales & Service Personnel	2018	29 29	Į	13.8 13.8	- (80.0	28.0 27.9	49.3 49.4	9	44.4	27.6 27.9	50.0 49.4											
09 Skilled Crafts &	2018	0				0.0			0	0.0	0.0												
Trades Workers	2021	0	0	0.0	_		0.0	-			0.0												
10 Clerical Personnel	2018 2021	0	0	0.0)		0.0	0.0		0.0	0.0	0,0											
11 Intermediate Sales & Service Personnel	2018 2021	0	0	0.0	- 1	0.0	0.0 0.0	0.0 0.0	L	0.0	0.0	0.0											
12 Semi-Skilled Manual Workers	2018 2021	0	0	0.0 0.0	- konstruent on the second	0.0	0.0 0.0	0.0	L	0.0	0.0												

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A	В	C	D	Е	F	G	Н	I	J	K	L	M	<u> </u>	О	<u> </u>	Q	R	S	<u> </u>	<u> </u>	V	<u>W</u>	X	<u> </u>
Data s	юштое»;		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
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	ployment Equity	Year			W	orkforce						Hires				Pi	omotio				Tei	minati		
(EE	upational Group OG)		All Employees	Represent	otion	Wo Avail	men	Gap	EF Result	All Employees		tual	Expected	Difference	All Employees	Acti		omen Expected	Difference	All Employees	Acn		omen	Difference
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1 141	Other Sales & Service Personnel	2016 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		
	Other Manual	2016	0	0	0.0	0.0	<u> </u>	0	0.0	V	1)	0.0		V	V	0	0.0	V	- 0		<u> </u>	0.0	<u>'</u>	1
\$ E.O. \$	Workers	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	() (
Tota	***	2016 2018	235 233	29 26	12.3 11.2	29.5 29.4	ê		41.8 38.0	73	8	11.0	21	-13	27	3	11.1	3	0	74	11	14.9		
*********	(0,004,040,40,40,40,40,40,40,40,40,40,40,						<u> </u>			Ç. 17. 17. 17. 17. 17. 17. 17. 17. 17. 17	·		ş		•	***************************************		Z	•				·•	•
Data s	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÷1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F+M x 100											
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			New	Entrani	S				G	oals														
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Occ (EE	upational Group OG)	rear	All Employees	Wome Actus		Geal	Percent of	men Goal	Percent of	Goal	Wor Percent of		Percent of					C	Commen	ts				
		#	#	#	%	ŧ	Goal Met	%	Goal Met	#	Goal Met	9/6	Goal Met %											
1 1 1 1	Other Sales & Service Personnel	2018 2021	0	0	0.0	0	0.0	0.0	0.0 0.0	0	0.0		0.0											
	Other Manual	2018	0	0	0.0	0	0.0	0.0	0.0		0.0	<u> </u>												
1 14 1	Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0											
Tota	1	2018 2021	100 100	11	11.0 11.0	0	0.0	29.5 29.4	37.3 37.4	0	0.0	0.0	0.0											

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Data sources:	***********	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E+D x100	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
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				Workf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity Occupational Group	Year			N	orkforce/					1	Hires				P	rometic				Teri	ninatio		
(EEOG)		All Employees	Danna	entation	Aborigina Avails		6	EE Result	All Employees		Aborig tual	inal Peoples	Difference	All Employees	Ac		inal Peoples	Difference	All Employees	Actua		al Peoples	tiver.
	#	#	Repres	entanon : %	Avan	1011RY #	Gap #	EE Result	#	# 40	tuai 	Expected #	Difference #	ii.	# AC	uas %	Expected #	Difference #	#	# #	%	Expected #	Difference #
01 Senior Managers	2016 2018	0	0	0.0	0.0 0.0		II	0.0	0	()		0	(0		0	(0 0	0	0.0	0	0
02 Middle & Other Managers	2016 2018	46 38	0		2.2 2.2		-1 -1	0.0 0.0	7	' 0	0.0	0	(3 (3 0	0.0	0	(0 15	0	0.0	0	0
03 Professionals	2016 2018	87 85	2 3	ek	*		1 2	229.9 352.9	32	1	3.1	0		1 8	3 0	0,0	0	(0 34	0	0.0	1	-1
04 Semi-Professionals & Technicians	2016 2018	33 36	1		1.6 1.6		0 0	189.4 173.6	9	0	0.0	0	(0 7	0	0.0	0	(0 5	0	0.0	0	0
05 Supervisors	2016 2018	0	0		ļ			0,0	0	0	0.0	O	() () 0	0.0	0	(0 0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016 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
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Occupational Group	Year	All		al Peoples			al Peoples			Aborigina							C	ommen	its				
(EEOG)		Employees	Ac	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
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01 Senior Managers	2018 2021	0	0		B	0.0	0.0	0.0	0	0.0	0.0	0.0											
02 Middle & Other	2018	15	0	.‡		0.0	ĮI	0.0	1	0.0	2.2												
Managers 03 Professionals	2021	15 40	0	2.5	0	0.0	l	250.0	0	0.0	2.2 1.0	250.0											
04 Semi-Professionals & Technicians	2021	40 16	0	0.0		0.0	l	250.0 0.0	0	0.0	1.6	0.0											
05 Supervisors	2021	16 0	0	0,0	0	0.0	ł	0.0	0	0.0	0.0	0.0											
06 Supervisors: Crafts & Trades	2021 2018	0	0	0.0	boses on the second	0.0	ł	0.0	0	0.0	0.0	0,0											
LImacs	2021	0	0	0.0	L		0.0	0.0		<u> </u>	0.0	0.0											

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Vmware, Inc 43274 В \mathbf{C} D E F \mathbf{G} H L M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O * P x Part 2: Flow V + UxE-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L - N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % % % % % % 2016 33.3 3.5 952.4 Administrative & 1 Senior Clerical 2018 33.3 3.5 0 952.4 0 0.0 0 0.0 0 0.0 Skilled Sales & 2016 66 0 0.0 1.1 0.0 Service Personnel 2018 71 0 0.0 1.3 0.0 25 0 0.0 0 0.0 20 0 0.0 Skilled Crafts & 2016 0 0.0 0.0 0 0.0 Trades Workers 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2016 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 2016 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2018 0 0.0 0.0 0.0 0 0 0.0 a 0.0 0 0.0 Semi-Skilled Manual 2016 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % 2018 Administrative & 0 0.0 0.0 3.5 0.0 3.5 0.0 Senior Clerical 2021 0.0 0.0 0 3.5 0.0 3.5 2018 29 1.1 0.0 1.3 0.0 Skilled Sales & 0 0.0 0.0 0.0 Service Personnel 29 2021 0 0.0 1.3 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2021 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 Clerical Personnel 2021 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 2021 0.0 0.0 0.0 0.0 0.0 0

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Data sc	urces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G +100	Е-Н	E÷H x 100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q = P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ⊕ U x 100	U x F ÷ 100	V-X
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1 [5 1	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	
II-	Other Manual	2018 2016	0	0	0.0	0.0	ž	0	 	V	1)	0.0	0	0	0	0	0.0	()		0	U	0.0	V	V
141	Vorkers	2018	0	0	0.0	0.0	č	0	0.0	0	()	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2016 2018	235 233	4	1.7 2.1	1.4 1.4	ĝ	1 2	121.6 153.3	73	1	1.4	1	0	27	0	0.0	0	0	74	0	0.0	1	-1
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\$00000000000000000000000000000000000000	pational Group	i cai	All	Aborigina	l Peoples		Aborigin Percent of	d Peoples	Percent of		Aborigina Percent of	·	Percent of					C	Sommen	ts				
(EEC	,G)		Employees	Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
<u> </u>	Other Sales & Service	# 2018	# 0	# 0	0.0	# 0	0.0	% (),()	96	# ()	% 0.0	96	% 0.0											
	Personnel	2021	ő	0	0.0	V	0.0	0.0	Į	9	0.0	0.0												
1 141	Other Manual Vorkers	2018	0	0	0.0	0	0.0	0.0		0	0.0	0.0												
\vdash	Y OF NOTS	2021 2018	100	0	0.0	0	0.0	0.0 1.4	 	0	0.0	0.0	0.0											
Total		2021	100	1	1.0			1.4	71.4			0.0	0.0											

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Data sources:	*************	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G +100	Е-Н	E+H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ⊕ U x 100	U x F + 100	v- X
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Employment Equity Occupational Group	Year			V	Vorkfore	2 h Disabilities			All		Hires	ith Disabilitie		All	I	romotic	ons eith Disabilitie			Te	Porsons	OHS ith Disabilitie	
(EEOG)		All Employees	Repres	entation		ability	Gap	EE Result	All Employees	Ac	stual	Expected	Difference	Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference
	Ħ	ű	*	%	%	#	#	%	#	#	9,	ı,	#	ii	#	%	#	ij.	#	#	%	#	ů.
01& Managers	2016 2018	46 38		.		\$	-2 -2	0.0 0.0	7	7 0	0.0	l 0	(3 0	0	0.0	1 0) 15	0	0.0	0	e
03 Professionals	2016	87	4	<u> </u>	· •	<u> </u>	-2	30.2						0 0		. 0.0	1		1 13		0.0	V	
	2018	85		<u>.</u>	·- 	<u></u>	-2	31.0	32	2 0	0.0	1	-]	1 8	0	0.0	0	() 34	0	0.0	0	(
04 Semi-Professionals & Technicians	2016	33 36	I	2	4	ê	-2 -2	0.0	g) 0	0,0	1 0	(n 7	0	0.0	1 0) 5	0	0.0	0	n
05 Supervisors	2016	0		,		<u> </u>	0	0.0							, and the second		1			<u> </u>		· · · · · ·	
	2018	0	0			<u></u>	0	0.0	0) ()	0.0	0	(0 0	0	0.0	0	(0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016 2018	0				.	0	0.0	0) ()	0,0	0	(0 0	0	0.0) 0	() 0	0	0.0	0	0
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100											
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Occupational Group (EEOG)		All Employees		olities tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		Percent of Goal Met					(Commen	its				
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01& Managers	2018	15	.	ž	•	0.0	4.3	0.0	2	0.0	,,	0.0											
	2021 2018	15 40		<u></u>	-	0.0	4.3 3.8	0.0 0.0	2	0.0	4.3 3.8												
03 Professionals	2021	40	0	0.0			3.8	0.0			3.8	0.0											
04 Semi-Professionals & Technicians	2018 2021	16 16	ļ	į	• Burners and continues and con-	0.0	4.6 4.8	0.0	2	2 0.0	4,6												
	2018	0	0	<u> </u>		0.0	0.0	0.0	0	0.0	0.0	0.0											
05 Supervisors	2021	0	0				0.0	0.0			0,0	0.0											
06 Supervisors: Crafts & Trades	2018	0	0	<u> </u>	·	0.0	0.0	0.0 0.0	0	0.0	0.0	0.0											
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Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Vmware, Inc 43274 В \mathbf{C} D E F \mathbf{G} H L M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O * P x Part 2: Flow $V \oplus U|_{X}$ E-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Employees Employees Employees Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % % % % % 2016 0.0 3.4 Administrative & 0 0.0 Senior Clerical 2018 0 0.0 3.4 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2016 66 0 0.0 3.5 2 -2 0.0 Service Personnel 2018 71 0 0.0 3.5 -2 0.0 25 0 0.0 0 0.0 20 0 0.0 Skilled Crafts & 2016 0 0.0 0.0 0.0 Trades Workers 2018 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 2016 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 2016 0 0.0 0.0 0 0.0 Intermediate Sales & Service Personnel 0.0 2018 0 0.0 0.0 0 0 0.0 a 0.0 0 0.0 Semi-Skilled Manual 2016 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals * M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All (EEOG) Employees Percent of Percent o Percent of Percent of Goal Goal Goal Goal Actual Goal Met Goal Met Goal Met Goal Met % 9/6 % % % % 2018 0 0.0 0.0 3.4 0.0 0.0 3.4 Administrative & 0.0 Senior Clerical 2021 0 0.0 3.4 0.0 0.0 Skilled Sales & 2018 29 0 0.0 0.0 3.5 0.0 0.0 3.5 0.0 Service Personnel 2021 29 0 0.0 3.5 0.0 3.4 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 Trades Workers 2021 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 10 Clerical Personnel 2021 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 Intermediate Sales & Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 Workers 2021 0 0.0 0.0 0.0 0.0 0.0

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Data sources:		Part 1: Workforce Analysis		D I	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	UxF÷100	V-X
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(EEOG)		All Employees	Representatio		ersons with I Availab		Gap	EE Result	All Employees	Act		th Disabilitie	Difference	All Employees	Act		ith Disabilitie Expected	Difference	All Employees	Act		ith Disabilitie	Difference
1	H	#			%	#	t-ap a	tr Kesin	4	#	ua: %	# #	#	#	#		##	##	#	#	%	#	# #
Other Sales & Service	2016	0	0	0.0	0.0	0	0	0.0															
Personnel	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 2018	0	0	0.0	0.0	0	0	0.0	- n	0	0.0	0	0		0	0.0	0		0	0	0,0		n
	2016	235	1	0.4	3.9	9	-8	10.9	· · · · · ·	Ţ,	0.0	V		· ·	,	0.0	<u> </u>	1 0		0	0.0	0	
Total	2018	233	1	0.4	3.9	9	-8	11.0	73	0	0.0	3	-3	27	0	0.0	0	0	74	0	0.0	0	0
	************	Part 2: Flow	Part 2: F ÷	Dx	Part 3:	E ÷ G x	Part 3:		**************************************	E÷Kx	Part 3:												
Data sources:		Data Analysis)0	Goals	100	Goals	F = 1 x 100	Part 3: Goals	100	Goals	F + M x 100											
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Occupational Group (EEOG)		All Employees	Disabilities Actual		, I	ercent of	h Disabilities Goal	Percent of	Goal	Persons with Percent of	Disabilities Goal	Percent of					(Commen	ts				
	#	#			#	Goal Met	*/6	Goal Met	4	Goal Met	%	Goal Met											
Other Sales & Service	2018	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
Personnel	2021	0	0	0.0			0.0	0.0	4		0.0												
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0 0.0	L	0.0	0.0 0.0												
	2021	100	0	0.0	0	0.0	3.9	0.0		0.0		0.0 0.0											
Total	2021	100	0	0.0			3.9	0.0	L		0.0												

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Vmware, Inc 43274 В \mathbf{C} D E F \mathbf{G} H L M N 0 O T U V W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow O * P x Part 2: Flow $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 P x F + 100 U x F ÷ 100 V-X Data sources Workforce Workforce Workforce Flow Data L - N Flow Data Q - S Flow Data x 100 - 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % % % % % 2016 0.0 0.0 0 0.0 01 Senior Managers 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2016 3 6.5 15.0 -4 43.5 02 Managers 2018 38 3 7.9 15.0 52.6 0 0.0 12.5 1.5 0 0.0 87 12 29 2016 13.8 33.8 -17 40.8 03 Professionals 2018 85 15 17.6 33.8 29 -14 52.2 32 12.5 34 12.5 2.9 2016 33 6 18.2 34.7 11 -5 52.4 Semi-Professionals & 04 Technicians 2018 36 19.4 34.7 12 56.0 11.1 42.9 0 0.0 2016 0 0.0 0.0 0 0.0 05 Supervisors 2018 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2016 0 0.0 0.0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 Part 2: E = D xPart 2: Flow $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals * M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Long-term Goals Flow Data Short-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Mei Goal Met % % % % % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 0.0 0.0 0.0 0.0 0 2018 15 6.7 15.0 44.4 15.0 44.4 Middle & Other 33.3 14.3 Managers 2021 15 6.7 15.0 44.4 15.0 44.4 5 12.5 37.0 27.8 2018 40 11 45.5 33.8 34.1 36.1 03 Professionals 2021 40 5 12.5 33.8 37.0 37.0 33.8 25.0 72.0 4 34.7 33.3 35.1 71.2 Semi-Professionals & 2018 133.3 Technicians 2021 25.0 34.7 72.0 72.0 16 34.7 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 2021 0.0 0.0 0.0 0.0 0

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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 C

Contrac	etors Program.
Requir	red 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):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
	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.
Addit	tional 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 2 New Brunswick 2 Manitoba 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:

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

\boxtimes	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

П 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			
		***************************************	Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group (EEOG)			(3		
<u>'</u>			(1 to 3	years		
			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						
			Short- term	Long- term	Representation	LMA		
Emp	Employment Equity Occupational Group (EEOG)		oloyment Equity Occupational Group Presen	Present		(3	Representation	LIVIA
			(1 to 3	years				
			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			
		**************************************	Short- term	Long- term	Representation	LMA
Emp	loyment Equity Occupational Group	Present		(3	Representation	
	(EEOG)		(1 to 3	years		
			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			
			Short- term	Long- term	Dominosomtotion	1040
Emp	loyment Equity Occupational Group	Present		(3	Representation	LMA
	(EEOG)		(1 to 3	years		
			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

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/sgiemtweims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aidehelp& 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/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.

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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

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