

OFFICIAL USE ONLY
Agreement N°: 10000/51

### Agreement to Implement Employment Equity

**BEST AVAILABLE COPY**

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization BMC Software Canada, Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code No 511211	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 150  To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects/sujets/standard/noms/naics-sclan/2002/naics_sclan02-eng.htm">http://www.statcan.gc.ca/subjects/sujets/standard/noms/naics-sclan/2002/naics_sclan02-eng.htm</a>

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 50 Minthorn Blvd	City Markham	Province ON	Postal Code M3B1B6
	Telephone Number 9057472800	Fax Number 9057472801	

EMPLOYMENT EQUITY CONTACT	
Name (print) Inda Duminica	Title Lead HR Business Partner
Telephone Number (514) 9086324	Email Address inda_duminica@bmc.com

CERTIFICATION
The above-named organization: • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada. AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: <a href="http://www.esdc.gc.ca/eng/labour/equality/lcp/index.shtml">http://www.esdc.gc.ca/eng/labour/equality/lcp/index.shtml</a> Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Judy Schäfer Sr. Manager of Order Services	Title [REDACTED]
Telephone Number [REDACTED]	Email Address [REDACTED]
AR 81 2016	

RETURN INSTRUCTIONS
<b>IMPORTANT</b> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: <a href="mailto:es-ems@hrsdc-rhdcc.gc.ca">es-ems@hrsdc-rhdcc.gc.ca</a>

**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT  
INFORMATION*****Federal Contractors Program***

---

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

---

I, the undersigned, on behalf of (legal name of organization) **BMC Software Canada Inc** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **10000151**, 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) September 14, 2018 for the following reason(s):

(Please describe) **The original request to complete the assessment was sent to the HR person who is no longer with the company. The request finally made it's way to the HR employee in another location who now needs to complete the data. We want to ensure that we are able to complete the request with the most accurate and detail as possible, therefore this time will allow for that review and assessment.**

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: **Andre Joly**

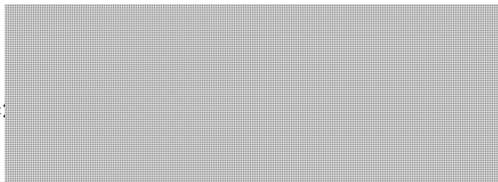
Position Title: **Director, BMC Software Canada**

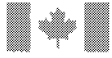
Email address: **Andre\_Joly@bmc.com**

Telephone number: **514-232-4326**

Business address: **1100 Rene-Levesque Blvd West, Suite 400 Montreal, QC H3B 4N4**

Signature: \_\_\_\_\_





Date: **June 19, 2018**

**From:** Yakibonge, Maurice [NC] **On Behalf Of** EE-EME

**Sent:** June 29, 2018 4:17 PM

**To:** 'Andre\_joly@bmc.com' <Andre\_joly@bmc.com>; 'Moore, Dorysa' <dorysa\_moore@bmc.com>

**Cc:** Sharan, Neena [NC] <neena.sharan@labour-travail.gc.ca>

**Subject:** Extension to Submit Federal Contractors Program Compliance Assessment Information

Good afternoon,

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

As agreed by telephone today, we hereby grant you an extension until **August 13, 2018**.

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

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.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!

**From:** Moore, Dorysa [[mailto:dorysa\\_moore@bmc.com](mailto:dorysa_moore@bmc.com)]

**Sent:** June-26-18 10:41 AM

**To:** EE-EME

**Subject:** Compliance Assessment Extension

Hello,

Please see attached is a copy of the compliance assessment extension for BMC Software Canada. Please provide confirmation and approval of receipt.

Thank you,  
Dorysa Moore

**Dorysa Moore**

Principal

Human Resources & Community Relations



Direct +1 713.918.7370

Mobile +1 346.978.3456

2103 City West Blvd.

Houston, TX 77042

USA





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

Reporting Period 2016-04-01 to 2018-02-01

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	43	0	0	43	Calgary	1	0	0	1
Québec	19	0	0	19	Edmonton	1	0	0	1
Nova Scotia	1	0	0	1	Halifax	1	0	0	1
British Columbia	32	0	0	32	Montréal	10	0	0	10
Alberta	2	0	0	2	Toronto	22	0	0	22
Total Employees in Canada				97	Vancouver	30	0	0	30
					Québec	2	0	0	2
					Ottawa - Gatineau	2	0	0	2
					Barrie	1	0	0	1
					Victoria	1	0	0	1
					B.C. less CMAs	1	0	0	1
					Ont. less CMAs	18	0	0	18
					Que. less CMAs	7	0	0	7
					Total Employees in Canada				97



**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2016-04-01 to 2018-02-01**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Middle and Other Managers</b>  Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	3	3										
	3	4	4								1	1	
	2	3	2	1							1		1
	1	2	1	1							1		1
	<b>Total</b>		12	10	2							3	1
<b>Professionals</b>  Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	21	21								3	3	
	3	17	16	1							9	9	
	2	4	4								1	1	
	1	4	4								1	1	
	<b>Total</b>		46	45	1							14	14
<b>Semi-Professionals and Technicians</b>  Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	3	1	2									
	3	4	2	2							1		1
	2	1	1										
	1	1		1							1		1
	<b>Total</b>		9	4	5							2	
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 60,000 - \$64,999 Bottom Range: Under \$5,000	4	2		2									
	3												
	2												
	1	1		1									
	<b>Total</b>		3		3								



**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2016-04-01 to 2018-02-01**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Skilled Sales and Service Personnel</b>  Top Range: \$100,000 and over  Bottom Range: Under \$5,000	4	2	1	1									
	3	3	3										
	2	18	15	3							2	2	
	1	3	2	1							1	1	
	<b>Total</b>		26	21	5						3	3	
<b>Other Sales and Service Personnel</b>  Top Range: \$ 65,000 - \$69,999  Bottom Range: \$ 65,000 - \$69,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>		1	1									
<b>Total Number of Employees</b>		97	81	16							22	18	4





**BMC Software Canada, Inc. (certificate # 10000151)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / National**  
**Reporting Period 2016-04-01 to 2018-02-01**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$15,000</b>	8	5	3							2	1	1
<b>\$ 50,000 - \$59,999</b>	2	1	1									
<b>\$ 60,000 - \$69,999</b>	6	5	1							2	2	
<b>\$ 70,000 - \$84,999</b>	8	6	2							2	1	1
<b>\$ 85,000 - \$99,999</b>	6	4	2							3	3	
<b>\$100,000 and over</b>	67	60	7							13	11	2
<b>Total Number of Employees</b>	97	81	16							22	18	4



**BMC Software Canada, Inc. (certificate # 10000151)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / National**  
**Reporting Period 2016-04-01 to 2018-02-01**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Professionals</b>	6	6								2	2	
<b>Skilled Sales and Service Personnel</b>	6	5	1							1	1	
<b>Other Sales and Service Personnel</b>	1	1										
<b>Total Number of Employees Hired</b>	13	12	1							3	3	



**BMC Software Canada, Inc. (certificate # 10000151)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / National**  
**Reporting Period 2016-04-01 to 2018-02-01**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	2	2										
<b>Professionals</b>	14	14								7	7	
<b>Semi-Professionals and Technicians</b>	3	3										
<b>Administrative and Senior Clerical Personnel</b>	1		1									
<b>Skilled Sales and Service Personnel</b>	1		1									
<b>Total Number of Employees Promoted</b>	21	19	2							7	7	
<b>Total Number of Promotions</b>	21	19	2							7	7	

BMC Software Canada, Inc. (certificate # 10000151)

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Full-Time / National**

**Reporting Period 2016-04-01 to 2018-02-01**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	1	1										
<b>Professionals</b>	12	9	3							3	3	
<b>Semi-Professionals and Technicians</b>	4	3	1							1	1	
<b>Skilled Sales and Service Personnel</b>	15	13	2							4	4	
<b>Total Number of Employees Terminated</b>	<b>32</b>	<b>26</b>	<b>6</b>							<b>8</b>	<b>8</b>	



Workplace Equity Information Management System - BMC Software Canada, Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-01

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>02 : Middle and Other Managers</b>	National	12	2	16.7 %	38.9 %	5	-3	National
<b>03 : Professionals</b>		46	1	2.2 %	25.6 %	12	-11	
1123 : Professional occupations in advertising, marketing and public relations	National	5	1	20.0 %	66.4 %	3	-2	National
2171 : Information systems analysts and consultants	National	8	0	0.0 %	28.3 %	2	-2	National
2172 : Database analysts and data administrators	National	1	0	0.0 %	35.2 %	0	0	National
2173 : Software engineers and designers	National	29	0	0.0 %	17.4 %	5	-5	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	17.9 %	0	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	42.5 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		9	5	55.6 %	23.6 %	2	3	
2282 : User support technicians	British Columbia	2	1	50.0 %	25.1 %	1	0	British Columbia
2282 : User support technicians	Ontario	1	1	100.0 %	24.2 %	0	1	Ontario
2282 : User support technicians	Québec	2	0	0.0 %	19.6 %	0	0	Québec
2283 : Information systems testing technicians	British Columbia	4	3	75.0 %	24.7 %	1	2	British Columbia
<b>07 : Administrative and Senior Clerical Personnel</b>		3	3	100.0 %	80.0 %	2	1	
Employment Equity Occupational Group	Montréal	1	1	100.0 %	80.8 %	1	0	Montréal
Employment Equity Occupational Group	Toronto	1	1	100.0 %	80.1 %	1	0	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	79.0 %	1	0	Vancouver
<b>08 : Skilled Sales and Service Personnel</b>		26	5	19.2 %	28.6 %	7	-2	
6221 : Technical sales specialists - wholesale trade	Alberta	1	1	100.0 %	20.5 %	0	1	Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	14	3	21.4 %	28.7 %	4	-1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	11	1	9.1 %	29.1 %	3	-2	Québec
<b>13 : Other Sales and Service Personnel</b>		1	0	0.0 %	61.8 %	1	-1	
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	61.8 %	1	-1	Ont. less CMAs

### Workforce Analysis - Detailed Report

Date: 2018-02-01

#### Women

Employment Equity Occupational Group	Women					
	Internal Location	All Employees	Representation	Availability	Gap	Recruitment Area
	#	#	%	%	#	
Total	97	16	16.5 %	29.9 %	29	-13

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: 2018-02-01

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	%	Availability %	#		
<b>02 : Middle and Other Managers</b>	National	12	0	0.0 %	2.2 %	0	0	National
<b>03 : Professionals</b>		46	0	0.0 %	0.9 %	0	0	
1123 : Professional occupations in advertising, marketing and public relations	National	5	0	0.0 %	2.1 %	0	0	National
2171 : Information systems analysts and consultants	National	8	0	0.0 %	1.1 %	0	0	National
2172 : Database analysts and data administrators	National	1	0	0.0 %	1.3 %	0	0	National
2173 : Software engineers and designers	National	29	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	1.0 %	0	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	1.6 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		9	0	0.0 %	0.9 %	0	0	
2282 : User support technicians	British Columbia	2	0	0.0 %	1.8 %	0	0	British Columbia
2282 : User support technicians	Ontario	1	0	0.0 %	1.6 %	0	0	Ontario
2282 : User support technicians	Québec	2	0	0.0 %	1.3 %	0	0	Québec
2283 : Information systems testing technicians	British Columbia	4	0	0.0 %	0.0 %	0	0	British Columbia
<b>07 : Administrative and Senior Clerical Personnel</b>		3	0	0.0 %	1.2 %	0	0	
<b>Employment Equity Occupational Group</b>	Montréal	1	0	0.0 %	0.7 %	0	0	Montréal
<b>Employment Equity Occupational Group</b>	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
<b>Employment Equity Occupational Group</b>	Vancouver	1	0	0.0 %	2.1 %	0	0	Vancouver
<b>08 : Skilled Sales and Service Personnel</b>		26	0	0.0 %	1.0 %	0	0	
6221 : Technical sales specialists - wholesales trade	Alberta	1	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesales trade	Ontario	14	0	0.0 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesales trade	Québec	11	0	0.0 %	1.0 %	0	0	Québec
<b>13 : Other Sales and Service Personnel</b>		1	0	0.0 %	6.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Ont. less CMAs	1	0	0.0 %	6.8 %	0	0	Ont. less CMAs

### Workforce Analysis - Detailed Report

Date: 2018-02-01

#### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Gap #	Recruitment Area
			Representation #	Availability %		
Total		97	0	0.0 %	1.2 %	0

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: 2018-02-01

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability %	Gap #	Recruitment Area
			Representation #	%			
<b>02 : Middle and Other Managers</b>	National	12	3	25.0 %	15.0 %	2	1 National
<b>03 : Professionals</b>							
1123 : Professional occupations in advertising, marketing and public relations	National	46	14	30.4 %	35.1 %	16	-2 National
2171 : Information systems analysts and consultants	National	5	0	0.0 %	16.9 %	1	-1 National
2172 : Database analysts and data administrators	National	8	1	12.5 %	31.4 %	3	-2 National
2173 : Software engineers and designers	National	1	0	0.0 %	32.3 %	0	0 National
2174 : Computer programmers and interactive media developers	National	29	12	41.4 %	40.5 %	12	0 National
4112 : Lawyers and Quebec notaries	National	2	1	50.0 %	31.5 %	1	0 National
<b>04 : Semi-Professionals and Technicians</b>							
2282 : User support technicians	National	1	0	0.0 %	12.5 %	0	0 National
2282 : User support technicians	British Columbia	9	2	22.2 %	39.5 %	4	-2 British Columbia
2282 : User support technicians	Ontario	2	1	50.0 %	32.5 %	1	0 British Columbia
2282 : User support technicians	Ontario	1	0	0.0 %	35.9 %	0	0 Ontario
2282 : User support technicians	Québec	2	0	0.0 %	18.2 %	0	0 Québec
2283 : Information systems testing technicians	British Columbia	4	1	25.0 %	54.5 %	2	-1 British Columbia
<b>07 : Administrative and Senior Clerical Personnel</b>							
Employment Equity Occupational Group	Montreal	3	0	0.0 %	28.3 %	1	-1 Montreal
Employment Equity Occupational Group	Toronto	1	0	0.0 %	12.2 %	0	0 Montreal
Employment Equity Occupational Group	Toronto	1	0	0.0 %	37.3 %	0	0 Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	35.3 %	0	0 Vancouver
<b>08 : Skilled Sales and Service Personnel</b>							
6221 : Technical sales specialists - wholesale trade	Alberta	26	3	11.5 %	15.2 %	4	-1 Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	1	0	0.0 %	11.3 %	0	0 Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	14	3	21.4 %	20.8 %	3	0 Ontario
6221 : Technical sales specialists - wholesale trade	Québec	11	0	0.0 %	8.5 %	1	-1 Québec
<b>13 : Other Sales and Service Personnel</b>							
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	2.7 %	0	0 Ont. less CMAs

### Workforce Analysis - Detailed Report

Date: 2018-02-01

#### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
Total		97	22	22.7 %	27	-5

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: 2018-02-01

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01/02 : Managers	National	12	0	0.0 %	1	-1	National
03 : Professionals	National	46	0	0.0 %	2	-2	National
04 : Semi-Professionals and Technicians	National	9	0	0.0 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	3	0	0.0 %	0	0	National
08 : Skilled Sales and Service Personnel	National	26	0	0.0 %	1	-1	National
13 : Other Sales and Service Personnel	National	1	0	0.0 %	0	0	National
<b>Total</b>		<b>97</b>	<b>0</b>	<b>0.0 %</b>	<b>4</b>	<b>-4</b>	

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: 2018-02-01

**WFA Defaults - Women, Aboriginal Peoples and Visible Minorities**

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
<b>02 : Middle and Other Managers</b>	EEOG	National
<b>03 : Professionals</b>	NOC	National
<b>04 : Semi-Professionals and Technicians</b>	NOC	Provincial
<b>07 : Administrative and Senior Clerical Personnel</b>	EEOG	CMA
<b>08 : Skilled Sales and Service Personnel</b>	NOC	Provincial
<b>13 : Other Sales and Service Personnel</b>	EEOG	CMA



## Workforce Analysis - Detailed Report

Date: 2018-02-01

### 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
13 : Other Sales and Service Personnel	EEOG	National



Workplace Equity Information Management System - BMC Software Canada, Inc.

**Workforce Analysis - Summary Report**

Date: 2018-02-01

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
02 : Middle and Other Managers	12	2	16.7 %	38.9 %	5	-3
03 : Professionals	46	1	2.2 %	25.6 %	12	-11
04 : Semi-Professionals and Technicians	9	5	55.6 %	23.6 %	2	3
07 : Administrative and Senior Clerical Personnel	3	3	100.0 %	80.0 %	2	1
08 : Skilled Sales and Service Personnel	26	5	19.2 %	28.6 %	7	-2
13 : Other Sales and Service Personnel	1	0	0.0 %	61.8 %	1	-1
<b>Total</b>	<b>97</b>	<b>16</b>	<b>16.5 %</b>	<b>29.9 %</b>	<b>29</b>	<b>-13</b>

Total may not equal sum of components due to rounding.

## Workforce Analysis - Summary Report

Date: 2018-02-01

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation #	Representation %	Availability %	Availability #	Gap #
02 : Middle and Other Managers	12	0	0.0 %	2.2 %	0	0
03 : Professionals	46	0	0.0 %	0.9 %	0	0
04 : Semi-Professionals and Technicians	9	0	0.0 %	0.9 %	0	0
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	1.2 %	0	0
08 : Skilled Sales and Service Personnel	26	0	0.0 %	1.0 %	0	0
13 : Other Sales and Service Personnel	1	0	0.0 %	6.8 %	0	0
<b>Total</b>	<b>97</b>	<b>0</b>	<b>0.0 %</b>	<b>1.2 %</b>	<b>0</b>	<b>0</b>

Total may not equal sum of components due to rounding.

## Workforce Analysis - Summary Report

Date: 2018-02-01

### Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Members of Visible Minorities		Gap #
	#	Representation %	Availability %	Availability #	Gap #		
02 : Middle and Other Managers	12	25.0 %	15.0 %	2	1		
03 : Professionals	46	30.4 %	35.1 %	16	-2		
04 : Semi-Professionals and Technicians	9	22.2 %	39.5 %	4	-2		
07 : Administrative and Senior Clerical Personnel	3	0.0 %	28.3 %	1	-1		
08 : Skilled Sales and Service Personnel	26	11.5 %	15.2 %	4	-1		
13 : Other Sales and Service Personnel	1	0.0 %	2.7 %	0	0		
<b>Total</b>	<b>97</b>	<b>22.7 %</b>	<b>27.1 %</b>	<b>27</b>	<b>-5</b>		

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2018-02-01

#### Persons with Disabilities

Employment Equity Occupational Group	All Employees		Persons with Disabilities		Persons with Disabilities		Gap #
	#	%	#	%	Availability #	Gap #	
01/02 : Managers	12	0.0 %	0	4.3 %	1	-1	
03 : Professionals	46	0.0 %	0	3.8 %	2	-2	
04 : Semi-Professionals and Technicians	9	0.0 %	0	4.6 %	0	0	
07 : Administrative and Senior Clerical Personnel	3	0.0 %	0	3.4 %	0	0	
08 : Skilled Sales and Service Personnel	26	0.0 %	0	3.5 %	1	-1	
13 : Other Sales and Service Personnel	1	0.0 %	0	6.3 %	0	0	
<b>Total</b>	<b>97</b>	<b>0.0 %</b>	<b>0</b>	<b>3.9 %</b>	<b>4</b>	<b>-4</b>	

Total may not equal sum of components due to rounding.



**Workforce Analysis - Summary Report**

Date: 2018-02-01

**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
13 : Other Sales and Service Personnel	EEOG	CMA



## Workforce Analysis - Summary Report

Date: 2018-02-01

### 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
13 : Other Sales and Service Personnel	EEOG	National

**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**BMC Software Canada, Inc.**  
**[Date: YYYY-MM-DD]**

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	01

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	02	01

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	2	0	27.40
02	Middle & Other Managers	10	2	38.90
03	Professionals	51	3	24.90
04	Semi-Professionals & Technicians	15	7	22.30
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	0	0	0.00
08	Skilled Sales & Service Personnel	36	7	28.10
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	3	3	94.90
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
<b>Total</b>		<b>117</b>	<b>22</b>	<b>29.1</b>

		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	0	0	0.00	
	12	2	38.90	
	46	1	25.60	
	9	5	23.60	
	0	0	0.00	
	0	0	0.00	
	3	3	80.00	
	26	5	28.60	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	1	0	61.80	
	0	0	0.00	
	<b>97</b>	<b>16</b>	<b>29.9</b>	

**\* Source:**

**\* Source:**  
2011 National Household Survey

**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**BMC Software Canada, Inc.**  
**[Date: YYYY-MM-DD]**

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	01

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	02	01

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples		
	First/Previous Workforce Analysis		Availability*
	All Employees	Aboriginal Peoples	
#	Representation	%	
01 Senior Managers	2	0	2.90
02 Middle & Other Managers	10	0	2.20
03 Professionals	51	0	0.90
04 Semi-Professionals & Technicians	15	0	1.40
05 Supervisors	0	0	0.00
06 Supervisors: Crafts & Trades	0	0	0.00
07 Administrative & Senior Clerical Personnel	0	0	0.00
08 Skilled Sales & Service Personnel	36	0	0.30
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	3	0	0.70
11 Intermediate Sales & Service Personnel	0	0	0.00
12 Semi-Skilled Manual Workers	0	0	0.00
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	0	0	0.00
<b>Total</b>	<b>117</b>	<b>0</b>	<b>0.9</b>

Employment Equity Occupational Group (EEOG)	Table 6: Aboriginal Peoples		
	Subsequent/Current Workforce Analysis		Availability*
	All Employees	Aboriginal Peoples	
#	Representation	%	
01 Senior Managers	0	0	0.0
02 Middle & Other Managers	12	0	2.2
03 Professionals	46	0	0.9
04 Semi-Professionals & Technicians	9	0	0.9
05 Supervisors	0	0	0.0
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	3	0	1.2
08 Skilled Sales & Service Personnel	26	0	1.0
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	1	0	6.8
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>97</b>	<b>0</b>	<b>1.2</b>

\* Source: 0

\* Source: 2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

BMC Software Canada, Inc.

[Date: YYYY-MM-DD]

Data from First/Previous Workforce Analysis

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	01

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	02	01

Employment Equity Occupational Group (EEOG)

	Table 3: Members of Visible Minorities		
	First/Previous Workforce Analysis		Availability*
	All Employees	Members of Visible Minorities	
	#	#	%
01 Senior Managers	2	0	10.10
02 Middle & Other Managers	10	2	15.00
03 Professionals	51	16	35.50
04 Semi-Professionals & Technicians	15	5	33.50
05 Supervisors	0	0	0.00
06 Supervisors: Crafts & Trades	0	0	0.00
07 Administrative & Senior Clerical Personnel	0	0	0.00
08 Skilled Sales & Service Personnel	36	6	16.00
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	3	2	22.40
11 Intermediate Sales & Service Personnel	0	0	0.00
12 Semi-Skilled Manual Workers	0	0	0.00
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	0	0	0.00
<b>Total</b>	<b>117</b>	<b>31</b>	<b>26.7</b>

	Table 7: Members of Visible Minorities		
	Subsequent/Current Workforce Analysis		Availability*
	All Employees	Members of Visible Minorities	
	#	#	%
	0	0	0.0
	12	3	15.0
	46	14	35.1
	9	2	39.5
	0	0	0.0
	0	0	0.0
	3	0	28.3
	26	3	15.2
	0	0	0.0
	0	0	0.0
	0	0	0.0
	1	0	2.7
	0	0	0.0
	<b>97</b>	<b>22</b>	<b>27.1</b>

\* Source: 0

\* Source: 2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**BMC Software Canada, Inc.**

**[Date: YYYY-MM-DD]**

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	01

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	02	01

**Employment Equity Occupational Group (EEOG)**

	Table 4: Persons with Disabilities		
	First/Previous Workforce Analysis		Persons with Disabilities Availability*
	All Employees	Persons with Disabilities Representation	
	#	#	%
01/02 Managers	12	0	4.30
03 Professionals	51	0	3.80
04 Semi-Professionals & Technicians	15	0	4.60
05 Supervisors	0	0	0.00
06 Supervisors: Crafts & Trades	0	0	0.00
07 Administrative & Senior Clerical Personnel	0	0	0.00
08 Skilled Sales & Service Personnel	36	0	3.50
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	3	0	7.00
11 Intermediate Sales & Service Personnel	0	0	0.00
12 Semi-Skilled Manual Workers	0	0	0.00
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	0	0	0.00
<b>Total</b>	<b>117</b>	<b>0</b>	<b>3.9</b>

	Table 8: Persons with Disabilities		
	Subsequent/Current Workforce Analysis		Persons with Disabilities Availability*
	All Employees	Persons with Disabilities Representation	
	#	#	%
	12	0	4.3
	46	0	3.8
	9	0	4.6
	0	0	0.0
	0	0	0.0
	3	0	3.4
	26	0	3.5
	0	0	0.0
	0	0	0.0
	1	0	6.3
	0	0	0.0
	<b>97</b>	<b>0</b>	<b>3.9</b>

**\* Source:**

2011 National Household Survey

**\* Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

BMC Software Canada, Inc.

[Date: YYYY-MM-DD]

Start Date of Flow Data			
YYYY	MM	DD	
2016	04	01	

End Date of Flow Data			
YYYY	MM	DD	
2018	02	01	

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 1: Women								
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	
01 Senior Managers	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	2	0	0	0	0
03 Professionals	6	0	0	0	14	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	3	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	1	1	0	0	0
08 Skilled Sales & Service Personnel	6	1	0	0	1	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>



**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**BMC Software Canada, Inc.**

**[Date: YYYY-MM-DD]**

001563

Start Date of Flow Data			
YYYY	MM	DD	
2016	04	01	

End Date of Flow Data			
YYYY	MM	DD	
2018	02	01	

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	2	0	0	0	1	0	0	0
03 Professionals	6	0	0	0	14	0	0	0	12	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	3	0	0	0	4	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	1	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	6	0	0	0	1	0	0	0	15	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>0</b>

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

BMC Software Canada, Inc.

[Date: YYYY-MM-DD]

Start Date of Flow Data		
YYYY	MM	DD
2016	04	01

End Date of Flow Data		
YYYY	MM	DD
2018	02	01

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	2	0	0	0	1	0	0	0
03 Professionals	6	0	0	0	14	0	0	0	12	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	3	0	0	0	4	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	1	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	6	0	0	0	1	0	0	0	15	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**BMC Software Canada, Inc.**

**[Date: YYYY-MM-DD]**

Start Date of Flow Data		
YYYY	MM	DD
2016	04	01

End Date of Flow Data		
YYYY	MM	DD
2018	02	01

**Data from Form 4 - Employees  
Hired**

**Data from Form 5 - Employees  
Promoted**

**Data from Form 6 - Employees  
Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	2	0	0	0	1	0	0	0
03 Professionals	6	2	0	0	14	7	0	0	12	3	0	0
04 Semi-Professionals & Technicians	0	1	0	0	3	0	0	0	4	1	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	1	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	6	0	0	0	1	0	0	0	15	4	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>13</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>8</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**  
Part 3: Goals

BMC Software Canada, Inc.  
[Date: YYYY-MM-DD]

001566

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

Employment Equity Occupational Group (EEOG)	All Employees												First/Previous Short-term Goals												Women								
	Number			Growth (New Positions)			Turnover (Replacement of Employees)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years			Number			Turnover (Replacement of Terminated Employees)			Hires			3 Year Goals			Present			Projected		
	2016-04-01	Actual	%	Projected	Actual	%	Projected	Actual	%	Projected	Actual	%	Projected	2016-04-01	Actual	%	Projected	Actual	%	Projected	Required	From - To	%	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years					
	#	Annually	%	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	#	Annually	%	Annually	Annually	Annually	Annually	Over 3 Years	YYYY - YYYY	%	%	#	#	%	#	%				
01 Senior Managers	2	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	1	0	27.4%	27.4%	-1	-1	0.0%	0.0%						
02 Middle & Other Managers	10	6.3%	0	9.1%	0	0.0%	2	0.0%	0	0	0	0	2	0.0%	0	0	0	0	0	2	0	38.9%	38.9%	-2	-2	20.0%	20.0%						
03 Professionals	51	-3.4%	0	24.7%	0	0.0%	3	0.0%	0	0	0	0	10	0.0%	0	0	0	0	0	3	0	24.9%	24.9%	-10	-10	5.9%	5.9%						
04 Semi-Professionals & Tech	15	-15.7%	0	33.3%	0	0.0%	7	0.0%	0	0	0	0	4	0.0%	0	0	0	0	0	0	0	22.3%	22.3%	4	4	46.7%	46.7%						
05 Supervisors	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0	0	0					
06 Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0	0	0					
07 Administrative & Sr-Clerical	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0	0	0					
08 Skilled Sales & Service	36	-10.3%	0	48.4%	0	0.0%	7	0.0%	0	0	0	0	3	0.0%	0	0	0	0	0	3	0	28.1%	28.1%	-3	-3	19.4%	19.4%						
09 Skilled Crafts & Trades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0	0	0					
10 Clerical Personnel	3	-100.0%	0	0.0%	0	0.0%	3	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	94.9%	94.9%	0	0	100.0%	100.0%					
11 Intermediate Sales & Service	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0	0	0					
12 Semi-Skilled Manual	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0	0	0					
13 Other Sales & Service	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0	0	0					
14 Other Manual Workers	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0	0	0					
<b>Total</b>	<b>117</b>	<b>-6.1%</b>	<b>0</b>	<b>29.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>29.1%</b>	<b>29.1%</b>	<b>-12</b>	<b>-12</b>	<b>18.8%</b>	<b>18.8%</b>						

† Calculated by using the following formula: (Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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.

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

Federal Contractors Program Achievement Report  
Part 3: Goals

BMC Software Canada, Inc.  
[Date: YYYY-MM-DD]

Total	0	0.0	0	0.0
-------	---	-----	---	-----

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**

BMC Software Canada, Inc.  
 [Date: YYYY-MM-DD]

001568

	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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 3: Aboriginal Peoples**  
 All Employees  
 First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	Number YYYY-MM-DD 2016-04-01	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD 2016-04-01	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals			Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			From - To	From - To	%									
		Annually	Annually	#	Annually	Annually	#			YYYY - YYYY	YYYY - YYYY	%									
01 Senior Managers	2	-100.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
02 Middle & Other Managers	10	6.3%	0	9.1%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
03 Professionals	51	-3.4%	0	24.7%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	15	-15.7%	0	33.3%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
05 Supervisors	0	0.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
06 Administrative, Crafts & Trades	0	0.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
07 Supervisors, Crafts & Trades	0	0.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
08 Administrative & Sr Clerical	36	-10.3%	0	48.4%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	0	0.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
10 Clerical Personnel	3	-100.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%	
Total	117	-6.1%	0	29.9%	0	0.0%	0	0	0	0.0%	0	0	0	1	0	0	0	-1	-1	0.0%	0.0%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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.

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

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**

BMC Software Canada, Inc.

[Date: YYYY-MM-DD]

001569

**Data for First/Previous Goals**

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

**Table 5: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	All Employees												Persons with Disabilities															
	Number		Growth (New Positions)				Turnover (Replacement of Employees)				Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
	2016-04-01	#	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	2016-04-01	#	Actual Annually	Projected Annually	Over 3 Years	Required Over 3 Years	From - To	From - To									
01/02 Managers	12		-46.9%		0	4.5%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
03 Professionals	51		-3.4%		0	24.7%		0	0	0	0.0%	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
04 Semi-Professionals & Tech Supervisors	15		-15.7%		0	33.3%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
05 Supervisors	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
08 Skilled Sales & Service	36		-10.3%		0	48.4%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
09 Clerical Personnel	3		-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
10 Clerical Personnel	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
13 Other Sales & Service	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
14 Other Manual Workers	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
Total	117		-6.1%		0	29.9%		0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%

† Calculated by using the following formula: (Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) - 1) x 100.  
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

**Table 6: Persons with Disabilities**

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

**Federal Contractors Program Achievement Report**  
Part 3: Goals

BMC Software Canada, Inc.  
[Date: YYYY-MM-DD]

001570

	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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)	
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 7: Members of Visible Minorities**  
First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Members of Visible Minorities												
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	2016-04-01	#	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	2016-04-01	#	Actual Annually	Over 3 Years	Required Over 3 Years	From - To	From - To	%	%						
01 Senior Managers	2		-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	10.1%	0	0	0	0.0%	0.0%	
02 Middle & Other Managers	10		6.3%		0	9.1%		0	0	0	0.0%	0	-1	0	0	0	15.0%	1	1	1	20.0%	20.0%	
03 Professionals	51		-3.4%		0	24.7%		0	0	2	0.0%	0	2	0	0	0	35.5%	-2	-2	-2	31.4%	31.4%	
04 Semi-Professionals & Tech	15		-15.7%		0	33.3%		0	0	5	0.0%	0	0	0	0	0	33.3%	0	0	0	33.3%	33.3%	
05 Supervisors	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
06 Administrative & Sr Clerical	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
07 Skilled Sales & Service	36		-10.3%		0	48.4%		0	0	6	0.0%	0	0	0	0	0	16.0%	0	0	0	16.7%	16.7%	
08 Skilled Crafts & Trades	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
09 Clerical Personnel	3		-100.0%		0	0.0%		0	0	2	0.0%	0	0	-1	0	0	22.4%	1	1	1	66.7%	66.7%	
10 Intermediate Sales & Service	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
11 Semi-Skilled Manual	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
12 Other Sales & Service	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
13 Other Manual Workers	0		0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
Total	117		-6.1%		0	29.9%		0	0	31	0.0%	0	0	0	0	0	26.7%	0	0	0	26.5%	26.5%	

+ Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.  
 † Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

**Table 8: Members of Visible Minorities**

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



**Federal Contractors Program Achievement Report**  
**Part 3: Goals**

BMC Software Canada, Inc.  
 [Date: YYYY-MM-DD]

001571

		Data for Subsequent/Current Goals																		
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis*	Data Entry	C x E x 3	From Flow Data Analysis & Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K + C	(K - M + O) + (C + F)		
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals									
	Number YYYY-MM-DD 2018-02-01	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD 2018-02-01	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	%	Actual	Projected	%			Actual	Projected	%		From - To	%					
01 Senior Managers	0	-100.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0
02 Middle & Other Managers	12	6.3%	0	9.1%	0	0.0%	3	2	33.3%	2	38.9%	-3	2	33.3%	-3	16.7%	-1	16.7%	33.3%	0
03 Professionals	46	-3.4%	0	24.7%	0	0.0%	11	2	6.5%	2	25.6%	-11	2	6.5%	-9	2.2%	-9	2.2%	6.5%	0
04 Semi-Professionals & Tech	9	-15.7%	0	33.3%	0	0.0%	5	0	0.0%	0	23.6%	-3	0	0.0%	3	55.6%	3	55.6%	0	0
05 Supervisors	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0
06 Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0
07 Administrative & Sr. Clerical	3	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	-1	0	0.0%	0	0.0%	0	0.0%	0	0
08 Skilled Sales & Service	26	-10.3%	0	48.4%	0	0.0%	0	5	0.0%	0	28.6%	2	2	28.6%	0	28.6%	-2	0	100.0%	0
09 Skilled Crafts & Trades	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0
10 Clerical Personnel	0	-100.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0
11 Intermediate Sales & Service	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0
12 Semi-Skilled Manual	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0
13 Other Sales & Service	1	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	61.8%	1	0	0.0%	0	61.8%	-1	0	0.0%	0
14 Other Manual Workers	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0
Total	97	-6.1%	0	29.9%	0	0.0%	0	16	0.0%	0	22.7%	6	6	22.7%	-13	29.9%	-7	16.5%	22.7%	0

+ Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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.

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals %	Long-term Goals %	
01 Senior Managers	0.0%	0.0%	Would be able to promote or hire female managers only if there is attrition in roles that make it possible. Only 16% of our 231 applicants have been female for this category, so will be a challenge to meet the goal of 25.6% at this rate in the tech industry. Only 18% of our applicants have been female for this category in the tech role, so will be a challenge to increase the applicant pool to meet this availability target.
02 Middle & Other Managers	33.3%	33.3%	
03 Professionals	6.5%	6.5%	
04 Semi-Professionals & Tech	0.0%	0.0%	
05 Supervisors	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0.0%	0.0%	
07 Administrative & Sr. Clerical	0.0%	0.0%	
08 Skilled Sales & Service	28.6%	28.6%	
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	22.7%	22.7%	

Federal Contractors Program Achievement Report  
Part 3: Goals

BMC Software Canada, Inc.

[Date: YYYY-MM-DD]

001572

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Aboriginal Peoples					
	Number		Growth (New Positions)		Turnover (Replacement of Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires		3 Year Goals		Present Availability		Present Gap		Present Representation		Projected Representation in 3 Years	
	2018-02-01	#	Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	Over 3 Years	#	2018	2021	%	%	#	%	#	%	#	%
01 Senior Managers	0	0	-100.0%		0.0%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%
02 Middle & Other Managers	12	0	6.3%		9.1%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	2.2%	0	0	0	0.0%	0	0.0%	0	0.0%
03 Professionals	46	0	-3.4%		24.7%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.9%	0	0	0	0.0%	0	0.0%	0	0.0%
04 Semi-Professionals & Tech	9	0	-15.7%		33.3%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.9%	0	0	0	0.0%	0	0.0%	0	0.0%
05 Supervisors	0	0	0.0%		0.0%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%
06 Supervisors: Crafts & Trades	0	0	0.0%		0.0%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	1.2%	0	0	0	0.0%	0	0.0%	0	0.0%
07 Administrative & Sr. Clerical	3	0	0.0%		48.4%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	1.0%	0	0	0	0.0%	0	0.0%	0	0.0%
08 Skilled Sales & Service	26	0	-10.3%		0.0%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%
09 Skilled Crafts & Trades	0	0	0.0%		0.0%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%
10 Clerical Personnel	0	0	-100.0%		0.0%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%
11 Intermediate Sales & Service	0	0	0.0%		0.0%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%
12 Semi-Skilled Manual	0	0	0.0%		0.0%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%
13 Other Sales & Service	1	0	0.0%		0.0%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	6.8%	0	0	0	0.0%	0	0.0%	0	0.0%
14 Other Manual Workers	0	0	0.0%		0.0%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%
Total	97	0	-6.1%		29.9%		0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0.0%	1.2%	0	0	0	0.0%	0	0.0%	0	0.0%

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0%	0.0%	
02 Middle & Other Managers	2.2%	2.2%	
03 Professionals	0.9%	0.9%	
04 Semi-Professionals & Tech	0.9%	0.9%	
05 Supervisors	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0.0%	0.0%	
07 Administrative & Sr. Clerical	1.2%	1.2%	
08 Skilled Sales & Service	1.0%	1.0%	
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	6.8%	6.8%	
14 Other Manual Workers	0.0%	0.0%	
Total	1.2%	1.2%	

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**

BMC Software Canada, Inc.  
 [Date: YYYY-MM-DD]

**Data for Subsequent/Current Goals**

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

**Table 13: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities																
	Number		Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires		3 Year Goals		Present Availability		Present Gap		Present Representation		Projected Representation in 3 Years		
	2018-02-01	#	Annually	%	Annually	%	Annually	%	Annually	%	Over 3 Years	#	Annually	%	Over 3 Years	#	2018	2021	%	%	#	%	#	%	#	%	
01/02 Managers	12	0	-46.9%		0	4.5%		0	0.0%	0	0	0.0%		1	1	4.3%		4.3%		4.3%		-1		0	0.0%	0	8.3%
03 Professionals	46	0	-3.4%		0	24.7%		0	0.0%	0	0	0.0%		2	2	3.8%		3.8%		3.8%		-2		0	0.0%	0	4.3%
04 Semi-Professionals & Tech	9	0	-15.7%		0	33.3%		0	0.0%	0	0	0.0%		0	0	4.6%		4.6%		4.6%		0		0	0.0%	0	0.0%
05 Supervisors	0	0	0.0%		0	0.0%		0	0.0%	0	0	0.0%		0	0	0.0%		0.0%		0.0%		0		0	0.0%	0	#DIV/0!
06 Supervisors: Crafts & Trades	0	0	0.0%		0	0.0%		0	0.0%	0	0	0.0%		0	0	0.0%		0.0%		0.0%		0		0	0.0%	0	#DIV/0!
07 Administrative & Sr Clerical	3	0	0.0%		0	0.0%		0	0.0%	0	0	0.0%		0	0	3.4%		3.4%		3.4%		0		0	0.0%	0	0.0%
08 Skilled Sales & Service	26	0	-10.3%		0	48.4%		0	0.0%	0	0	0.0%		1	1	3.5%		3.5%		3.5%		-1		0	0.0%	0	3.8%
09 Skilled Crafts & Trades	0	0	0.0%		0	0.0%		0	0.0%	0	0	0.0%		0	0	0.0%		0.0%		0.0%		0		0	0.0%	0	#DIV/0!
10 Clerical Personnel	0	0	-100.0%		0	0.0%		0	0.0%	0	0	0.0%		0	0	0.0%		0.0%		0.0%		0		0	0.0%	0	#DIV/0!
11 Intermediate Sales & Service	0	0	0.0%		0	0.0%		0	0.0%	0	0	0.0%		0	0	0.0%		0.0%		0.0%		0		0	0.0%	0	#DIV/0!
12 Semi-Skilled Manual	0	0	0.0%		0	0.0%		0	0.0%	0	0	0.0%		0	0	0.0%		0.0%		0.0%		0		0	0.0%	0	#DIV/0!
13 Other Sales & Service	1	0	0.0%		0	0.0%		0	0.0%	0	0	0.0%		0	0	0.0%		0.0%		0.0%		0		0	0.0%	0	0.0%
14 Other Manual Workers	0	0	0.0%		0	0.0%		0	0.0%	0	0	0.0%		0	0	0.0%		0.0%		0.0%		0		0	0.0%	0	#DIV/0!
Total	97	0	-6.1%		0	29.9%		0	0.0%	0	0	0.0%		4	4	3.9%		3.9%		3.9%		-4		0	0.0%	0	4.1%

† Calculated by using the following formula: (Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) - 1) x 100.  
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

**Table 14: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	4.3%	4.3%	
03 Professionals	3.8%	3.8%	
04 Semi-Professionals & Tech	4.6%	4.6%	
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%	3.5%	
09 Skilled Crafts & Trades	0.0%	0.0%	
10 Clerical Personnel	0.0%	0.0%	
11 Intermediate Sales & Service	0.0%	0.0%	
12 Semi-Skilled Manual	0.0%	0.0%	
13 Other Sales & Service	0.0%	0.0%	
14 Other Manual Workers	0.0%	0.0%	
Total	3.9%	3.9%	

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**

BMC Software Canada, Inc.

[Date: YYYY-MM-DD]

001574

**Data for Subsequent/Current Goals**

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

**Table 15: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Members of Visible Minorities					
	Number YYYY-MM-DD 2018-02-01	Growth (New Positions)			Turnover (Replacement of Employees)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD 2018-02-01	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
		Actual	Projected	%	Actual	Projected	%	Actual	Projected	%			From - To	%												
01 Senior Managers	0	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	#DIV/0!	#DIV/0!	
02 Middle & Other Managers	12	6.3%	0	9.1%	0	0.0%	0	0.0%	0	3	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0	0	0.0%	1	1	25.0%	25.0%
03 Professionals	46	-3.4%	0	24.7%	0	0.0%	0	0.0%	0	14	0.0%	0	0.0%	2	35.1%	0	0	0.0%	0	0	0	0.0%	-2	-1	30.4%	32.6%
04 Semi-Professionals & Tech	9	-15.7%	0	33.3%	0	0.0%	0	0.0%	0	2	0.0%	0	0.0%	2	39.5%	0	0	0.0%	0	0	0	0.0%	-2	-1	22.2%	33.3%
05 Supervisors	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr. Clerical	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	1	28.3%	0	0	0.0%	0	0	0	0.0%	-1	0	0.0%	33.3%
08 Skilled Sales & Service	26	-10.3%	0	48.4%	0	0.0%	0	0.0%	0	3	0.0%	0	0.0%	1	15.2%	0	0	0.0%	0	0	0	0.0%	-1	0	11.5%	15.4%
09 Skilled Crafts & Trades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
<b>Total</b>	<b>97</b>	<b>-6.1%</b>	<b>0</b>	<b>29.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>22</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>27.1%</b>	<b>0</b>	<b>4</b>	<b>27.1%</b>	<b>0</b>	<b>4</b>	<b>27.1%</b>	<b>0</b>	<b>4</b>	<b>27.1%</b>	<b>22.7%</b>	<b>26.8%</b>

+ Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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) x 100.

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	0.0%	0.0%	
02 Middle & Other Managers	15.0%	15.0%	
03 Professionals	35.1%	35.1%	
04 Semi-Professionals & Tech	39.5%	39.5%	
05 Supervisors	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0.0%	0.0%	
07 Administrative & Sr. Clerical	28.3%	28.3%	
08 Skilled Sales & Service	15.2%	15.2%	
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%	
<b>Total</b>	<b>27.1%</b>	<b>27.1%</b>	



**Federal Contractors Program Achievement Report  
Part 4: Results - Women**

**BMC Software Canada, Inc.**

[Date: YYYY-MM-DD]

001576

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Data sources:																						
																									Part 1: Workforce Analysis	Part 2: Flow Data Analysis																					
																							<b>Workforce Analysis</b>						<b>Flow Data Analysis</b>																		
																							<b>Workforce</b>												<b>Flow Data Analysis</b>												
																							<b>Women</b>						<b>Women</b>						<b>Women</b>						<b>Women</b>						
																							All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference
																							#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
																							%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
																							Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis
																							E + D x 100	E + D x 100	D x G ÷ 100	E - H	E + H x 100	Part 2: Flow Data Analysis	L + K x 100	K x G ÷ 100	L - N	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							
																							↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
																							Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	E + G x 100	Part 3: Goals	E + L x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100															
																							↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

07	08	09	10	11	12	Data sources:									
						Part 2: Flow Data Analysis	Part 2: Flow Data Analysis								
						Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	E + G x 100	Part 3: Goals	E + L x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
						↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Short-term Goals		Long-term Goals		Comments
		All Employees	Women	Women	Women	Women	Women	
	#	#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
Administrative & Senior Clerical	2018	1	100.0	0	0.0	0	0.0	
	2021	1	100.0	0	0.0	0	0.0	
Skilled Sales & Service Personnel	2018	-8	0.0	0	0.0	0	0.0	
	2021	-8	0.0	0	0.0	0	0.0	
Skilled Crafts & Trades Workers	2018	0	0.0	0	0.0	0	0.0	
	2021	0	0.0	0	0.0	0	0.0	
Clerical Personnel	2018	0	0.0	0	0.0	0	0.0	
	2021	0	0.0	0	0.0	0	0.0	
Intermediate Sales & Service Personnel	2018	0	0.0	0	0.0	0	0.0	
	2021	0	0.0	0	0.0	0	0.0	
Semi-Skilled Manual Workers	2018	0	0.0	0	0.0	0	0.0	
	2021	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Report  
Part 4: Results - Women**

**BMC Software Canada, Inc.**

[Date: YYYY-MM-DD]

001577

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis													Flow Data Analysis					Terminations					
		All Employees					Women					All Employees			Women		All Employees			Women					
		#	%	Availability	Gap	EE Result	#	%	Availability	Gap	EE Result	#	%	Difference	#	%	Difference	#	%	Expected	Difference	#	%	Expected	Difference
13 Other Sales & Service Personnel	2016	0	0.0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	1	0	61.8	1	-1	0.0	1	0.0	1	0	0.0	1	-1	0	0.0	0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0.0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0	0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
Total	2016	117	22	18.8	29.1	-12	34	-12	64.6	13	1	7.7	4	-3	21	2	9.5	4	-2	32	6	6	18.8	6	6
	2018	97	16	16.5	29.9	29	29	55.2	13	1	7.7	4	-3	21	2	9.5	4	-2	32	6	6	18.8	6	6	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	
13 Other Sales & Service Personnel	2018	1	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2021	1	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2021	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
Total	2018	2	-3	-150.0	0	0.0	0	0.0	0	0.0	0	0.0	-66079.3	
	2021	2	-3	-150.0	0	0.0	0	0.0	0	0.0	0	0.0	-66079.3	

**Federal Contractors Program Achievement Report  
Part 5: Results - Aboriginal Peoples  
BMC Software Canada, Inc.**

001578

[Date: YYYY-MM-DD]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis										
		All Employees						Aboriginal Peoples						All Employees			Aboriginal Peoples							
		#	#	%	#	%	#	Representation	Availability	Gap	EE Result	#	%	Actual	Expected	Difference	Actual	Expected	Difference	#	%	#	%	#
01 Senior Managers	2016	2	0	0.0	2.9	0	0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	0	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2016	10	0	0.0	2.2	0	0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	12	0	0.0	2.2	0	0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2016	51	0	0.0	0.9	0	0	0	0.0	6	0.0	0	0	0	14	0	0.0	0	0	0	12	0	0	0
	2018	46	0	0.0	0.9	0	0	0	0.0	6	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2016	15	0	0.0	1.4	0	0	0	0.0	0	0.0	0	0	0	3	0	0.0	0	0	0	4	0	0	0
	2018	9	0	0.0	0.9	0	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
	2018	0	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
	2018	0	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants						Goals						Comments
		All Employees			Aboriginal Peoples			Short-term Goals			Long-term Goals			
		#	#	%	Actual	Goal	%	Percent of Goal Met	Goal	%	Percent of Goal Met	Goal	%	
01 Senior Managers	2018	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	
	2021	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	
02 Middle & Other Managers	2018	1	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	
	2021	1	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	
03 Professionals	2018	8	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	
	2021	8	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	
04 Semi-Professionals & Technicians	2018	-1	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	
	2021	-1	0	0.0	0	0	0.0	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	
	2021	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	
	2021	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	



**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**BMC Software Canada, Inc.**

**[Date: YYYY-MM-DD]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions					Terminations				
		Aboriginal Peoples										Aboriginal Peoples					Aboriginal Peoples					Aboriginal Peoples				
		Representation		Availability		Gap		EE Result		Actual		Expected	Difference		Actual		Expected	Difference		Actual		Expected	Difference			
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2016	0	0.0	0.0	0.0	0	0	0	0.0																	
	2018	3	0.0	1.2	0.0	0	0	0	0.0	0	0.0	0	0	0	1	0.0	0	0	0	0	0	0.0	0	0		
08 Skilled Sales & Service Personnel	2016	36	0.0	0.3	0	0	0	0.0																		
	2018	26	0.0	1.0	0	0	0	0.0	6	0.0	0	0	0	1	0.0	0	0	0	15	0.0	0	0	0			
09 Skilled Crafts & Trades Workers	2016	0	0.0	0.0	0	0	0	0.0																		
	2018	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0			
10 Clerical Personnel	2016	3	0.0	0.7	0	0	0	0.0																		
	2018	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0			
11 Intermediate Sales & Service Personnel	2016	0	0.0	0.0	0	0	0	0.0																		
	2018	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0			
12 Semi-Skilled Manual Workers	2016	0	0.0	0.0	0	0	0	0.0																		
	2018	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0			

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + 1 x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples				
		Actual		Goal		Percent of Goal Met		Goal		Percent of Goal Met		Goal		
#	%	#	%	#	%	#	%	#	%	#	%	#	%	
07 Administrative & Senior Clerical	2018	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2021	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
08 Skilled Sales & Service Personnel	2018	-8	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2021	-8	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
09 Skilled Crafts & Trades Workers	2018	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2021	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
10 Clerical Personnel	2018	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2021	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
11 Intermediate Sales & Service Personnel	2018	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2021	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
12 Semi-Skilled Manual Workers	2018	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2021	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			





Federal Contractors Program Achievement Report  
 Part 6: Results - Persons with Disabilities  
 BMC Software Canada, Inc.  
 [Date: YYYY-MM-DD]

001582

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																					
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100
Data sources:																							↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)																							Workforce Analysis						Hires						Flow Data Analysis						Terminations				
Year	#	All Employees					Persons with Disabilities					All Employees					Persons with Disabilities					All Employees					Persons with Disabilities																		
		#	#	%	Availability	Gap	EE Result	#	Actual	%	Expected	Difference	#	Actual	%	Expected	Difference	#	Actual	%	Expected	Difference	#	Actual	%	Expected	Difference																		
07	Administrative & Senior Clerical	2016	0	0	0.0	3.5	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0																	
08	Skilled Sales & Service Personnel	2016	36	0	0.0	3.4	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0																	
09	Skilled Crafts & Trades Workers	2016	26	0	0.0	7.0	1	-1	0.0	6	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0																	
10	Clerical Personnel	2016	3	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0																	
11	Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0																	
12	Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0																	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Persons with Disabilities	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	2018	1	0	0.0	0	0.0	0	0.0	0.0	
08	Skilled Sales & Service Personnel	2018	-8	0	0.0	0	0.0	0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0	0.0	0.0	
10	Clerical Personnel	2018	0	0	0.0	0	0.0	0	0.0	0.0	
11	Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0	0.0	0.0	
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0	0.0	0.0	





**Federal Contractors Program Achievement Report  
Part 7: Results - Members of Visible Minorities**

**BMC Software Canada, Inc.**  
[Date: YYYY-MM-DD]

001585

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Workforce Analysis																																															
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D - G ÷ 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F ÷ 100	V - X																										
Employment Equity Occupational Group (EEOG)																									Workforce Analysis												Flow Data Analysis												Terminations																							
																									Workforce												Promotions												Terminations																							
																									Visible Minorities												Visible Minorities												Visible Minorities																							
																									All Employees												All Employees												All Employees																							
																									Representation												Availability												Gap												EE Result											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											
																									%												%												%												%											
																									#												#												#												#											





<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>BMC Software Canada, Inc.</b>
<b>[Date: YYYY-MM-DD]</b>

## Efforts

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

### Required measures:

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

### Other measures:

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

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

### **Operational Context**

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

**Additional Details**

Please provide any additional information (optional):

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

**Employer Name:** BMC Software Canada Inc.

**Primary Location:** Moncton, New Brunswick

**Number of Employees:** 97

- Ontario - 43
- British Columbia - 32
- Quebec - 19
- Alberta - 2
- Nova Scotia - 1

**Organization Overview:**

**NAICS: 5112** – Software Publishers

BMC Software Canada Inc. operates as a subsidiary of BMC Software Inc., producing software and providing services to businesses moving towards digital operations.

**Key Dates – First Year Assessment**

Initiated: 2016-03-01  
Received: 2016-04-27  
Closed: 2016-05-17  
WFA: 2016-03-30  
Extension was granted for 2016-04-29

**Key Dates – Subsequent Assessment**

Initiated: 2018-01-06  
Received: 2018-06-14  
WFA: 2018-02-01  
Extension was granted for 2018-08-13

**DATA VERIFICATION**

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

Yes  No

**Comments:**

The period reported on the Achievement report is 2016-04-01 to 2018-02-01. The data from the current workforce analysis included in the Achievement table is consistent with that found in Forms 1 to 6 from WEIMS.

**ASSESSMENT OF REASONABLE PROGRESS**

In the previous assessment few gaps were found in different EEOG's in each of the four designated groups. The Company has set short term and long term goals in percentages. All goals were set as per the labour market availability.

**Women**

01	Senior Managers	Goal not set
02	Middle & Other Managers	Goal not set
03	Professionals	Goal not set
08	Skilled Sales & Service Personnel	Goal not set

**Assessment/Observations**

- EEOG 01 – No new entrants were noted. The market availability is 27.4%. Reasonable effort could not be assessed since no goal was set.
- EEOG 02 - Out of the two new entrants, none were women. The market availability is 38.9%. Reasonable effort could not be assessed since no goal was set.
- EEOG 03 - Out of the 20 new entrants, none were women. The market availability is 24.9%. Reasonable effort could not be assessed since no goal was set.
- EEOG 08 - Out of the seven new entrants, two were women. The market availability is 28.1%. Reasonable effort could not be assessed since no goal was set.

**Aboriginal Peoples****Assessment/Observations**

- No gaps were found in any of the EEOG's for this designated group.

**Persons with Disabilities**

03	Professionals	Goal not set
----	---------------	--------------

## Assessment/Observations

- EEOG 03 - Out of the 20 new entrants, none were persons with disabilities. The market availability is 4.6%. Reasonable effort could not be assessed since no goal was set.

**Members of Visible Minorities**

03	Professionals	Goal not set
----	---------------	--------------

## Assessment/Observations

- EEOG 03 - Out of the 20 new entrants, nine were visible minorities. The market availability is 35.5 %. Reasonable effort could not be assessed since no goal was set.

**ASSESSMENT OF REASONABLE EFFORTS**

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- This assessment covers the data from 2016-04-01 to 2018-02-01. No goals were set during the initial assessment, which was accepted at that time.
  - The Company advised they will only be able to promote or hire women as managers if there is attrition in roles. Given the nature of the business, they advised it will be a challenge to meet the goals set for the Women designated group.

**ASSESSMENT OF SHORT AND LONG TERM GOALS**

- All short and long term goals are set in percentages.
- All short and long term goals are set as per the labour market availability.

**Women**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-3	38.9	38.9	25.0	38.9
03	Professionals	-11	25.6	25.6	23.9	25.6

08	Skilled Sales & Service	-2	28.6	28.6	19.2	28.6
13	Other Sales & Service	-1	50.0	50.0	0.0	61.8

Observations:

Although availability is higher in EEOG 13, the goal is appropriately set at 50% to ensure they are inclusive of all genders and to prevent the clustering of women in these occupations.

Besides EEOG 13, the short and long term goals for EEOG's 02, 03 and 08 have been set exactly at market availability.

### ***Aboriginal Peoples***

Observations:

Even though no gap exists in this designated group and they were not required to set any goals, the company set goals at market availability.

### ***Persons with Disabilities***

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

Observations:

All short term and long term goals in this designated group have been set at market availability.

**Members of Visible Minorities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(+3 years) # or %	%
03	Professionals	-2	35.1	35.1	30.4	35.1
04	Semi-Professionals & Technicians	-2	39.5	39.5	22.2	39.5
07	Administrative & Sr. Clerical	-1	28.3	28.3	0.0	28.3
08	Skilled Sales and Service Personnel	-1	15.2	15.2	11.5	15.2

Observations:

All short term and long term goals in this designated group have been set at market availability.

**RECOMMENDATION**

I recommend that the employer be found:

in compliance    in non-compliance

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

- BMC Software Canada Inc. has few gaps for women, members of visible minorities and person with disabilities. As such, the organization may want to support its hiring and promotion goals with a plan containing measures to attract and retain employees from these designated groups by developing relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated group.
- BMC Software Canada Inc. is encouraged to adopt measures best suited to the organization in order to ensure that reasonable progress is made towards achieving its goals.

**Name of Analyst: Neena Sharan**

**Date: August 17, 2018**



**From:** Sharan, Neena N [NC] **On Behalf Of** EE-EME

**Sent:** September 28, 2018 3:11 PM

**To:** 'judy\_schafer@bmc.com' <judy\_schafer@bmc.com>; 'inda\_duminica@bmc.com' <inda\_duminica@bmc.com>; 'Moore, Dorysa' <dorysa\_moore@bmc.com>; 'Andre\_Joly@bmc.com' <Andre\_Joly@bmc.com>

**Subject:** Government of Canada Agreement Number: 10000151 – Notification of Compliance with the Federal Contractors Program

*Cette information est également disponible en français sur demande.*

Dear Judy Schafer:

I am writing to inform you that the subsequent compliance assessment initiated on February 01, 2018 has been completed. As a result of the assessment, BMC Software 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 the BMC Software Canada, Inc. employment equity program.

- BMC Software Canada Inc. has few gaps for women, members of visible minorities and person with disabilities. As such, the organization may want to support its hiring and promotion goals with a plan containing measures to attract and retain employees from these designated groups, by developing relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated group.
- BMC Software Canada Inc. is encouraged to adopt measures best suited to the organization in order to ensure that reasonable progress is made towards achieving its goals.

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 February 01, 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, BMC Software Canada, Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish BMC Software 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@hrsgc-rhdcc.gc.ca](mailto:ee-eme@hrsgc-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!