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Employment and Emploi et Social Development Canada Développement social Canada

Labour Program Federal Contractors Program

OFFICIAL DISEONLY Agreement N'S

Agreement to Implement Employment Equity

7 Now Agreement	**:	BEST AVAI	LABLE COPY	*		
Revised Agrooment						
	ORG	ANIZATION	***************************************			
Legal Name of Organization			Paget company is	Ocaled publics	Consta	
BMC Software Canada, Inc.			171	Yes	ΠNο.	
			Name of the state		Last 199	
Operating Name (didifferent from Legal Name of Organiz	2600)		Procurement Book	7888 N.J.73567		
	***************************************		Total number of on (Full-Time/Port Time	playees in Can off angarasy)	1300	150
Organizalion's North American Industry Classification Sy: 511213	stem (NAICS) Cod	* * *	To had your arguest Valid Colonian	laboria NAJCS	Code Number	(40.054)
over 31 and class 100 . (8)			nomeloaks solar).			
	***************************************	***************************************				
Official use only (if information above to incorrect)		***************************************	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~		***************************************	
Francisco et Esseves Ruester	Total number of	employees in Carad	n [Organization's	NAICS Code I	(a
				*		
	HEA	OOFFICE				
Address (building number, street, surse, ctc.) 50. Mincharn, Blivd		City	***************************************	Province	Postal Code	
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		Å				
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Inda Duminica			ness Partner			
Taksphana Mumber (514) 9086324	***************************************	E-mail Address		***************************************	***************************************	
128712700224		inda duminic	:a@bnc.com	•		~~~~~
	CERT	IFICATION		***************************************		
The above-named organization: * having a combined workforce of 100 or more pr 12 weeks or more in Canada, AND	ernaneni luä-i m	e, parmoneni port-	ine and lemporary	y employees l	laving works	3
 intending to bid on, or being in receipt of, a leds Supply Arrangement, valued at \$1,000,000 or n 	eral government nore (including a	goods or services : pplicable taxes) :	Controct, standing o	lifer or contro	ici issued und	ler o
Hereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors please refer to: http://www.esdc.gc.ca/eng/isbour/e	s Program requir	ements. For more i	going basis, beyor niormation on bow	d the period to Implement	of the procurs Lemployment	smeni equity
important note: If an audit of the Agreement to tra the procurement instrument(s) with the Governmen		nani Fasily anena	rs misroprosontali	on on the par	t of the organ	Cation,
	######################################	MATORY		***************************************		***************************************
NOTE: The signatory must be the Chief Executive				Cons. Leith So	S mar Change (Control	The second
contract on behalf of the organization.			*** C.		aumoniy to i	ign s
	Juay Scha	Tab	***************************************	***************************************	***************************************	
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	ncivrai	NSTRUCTIONS		***************************************		

MPORTANT

The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program (as., at: (819) 953-8758 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca

Canadă

Emploi et

Développement social Canada

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) **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@hrsdc-rhdcc.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@hrsdc-rhdcc.gc.ca

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



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

From: Moore, Dorysa [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		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	43	0	0	43
Québec	19	0	0	19
Nova Scotia	1	0	0	1
British Columbia	32	0	0	32
Alberta	2	0	0	2
Total Employees in C	anada			97

	Cen	sus Metropolita	n Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	1	0	0	1
Edmonton	1	0	0	1
Halifax	1	0	0	1
Montréal	10	0	0	10
Toronto	22	0	0	22
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 CMA	us 1	0	0	1
Ont. less CMA	as 18	0	0	18
Que. less CMA	As 7	0	0	7
Total Employe	es in Canada	•		97



Employment and Social Emploi et Développement Development Canada social Canada

BMC Software Canada, Inc. (certificate # 10000151)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group			All Employees			original Peor			ns with Disa	bilities		s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4	3	3										
Top Range: \$100,000 and over	3	4	4								1	1	
Bottom Range: \$100,000 and over	2	3	2	1							1		1
	1	2	1	1							1		1
	Total	12	10	2							3	1	2
Professionals	4	21	21								3	3	
Top Range: \$100,000 and over	3	17	16	1							9	9	
Bottom Range: Under \$5,000	2	4	4								1	1	
	1	4	4								1	1	
	Total	46	45	1							14	14	
Semi-Professionals and Technicians	4	3	1	2									
Top Range: \$100,000 and over	3	4	2	2							1		1
Bottom Range: Under \$5,000	2	1	1										
	1	1		1							1		1
	Total	9	4	5							2		2
Administrative and Senior Clerical Personnel	4	2		2									
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	3		3									

Page 1 of 2 Canada

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group		A	All Employee:	S	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible M	1inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Sales and Service Personnel	4	2	1	1									
Top Range: \$100,000 and over	3	3	3										
Bottom Range: Under \$5,000	2	18	15	3							2	2	
	1	3	2	1							1	1	
	Total	26	21	5							3	3	
Other Sales and Service Personnel	4												
Top Range: \$ 65,000 - \$69,999	3												
Bottom Range: \$ 65,000 - \$69,999	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		97	81	16							22	18	4

Canada

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

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

		All Employees		Α	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	8	5	3							2	1	1
\$ 50,000 - \$59,999	2	1	1									
\$ 60,000 - \$69,999	6	5	1							2	2	
\$ 70,000 - \$84,999	8	6	2							2	1	1
\$ 85,000 - \$99,999	6	4	2							3	3	
\$100,000 and over	67	60	7							13	11	2
Total Number of Employees	97	81	16							22	18	4

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

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

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	6	6								2	2	
Skilled Sales and Service Personnel	6	5	1							1	1	
Other Sales and Service Personnel	1	1										
Total Number of Employees Hired	13	12	1							3	3	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

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

	Employe	ees promoted (Employees pro	omoted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Croup		All Employees		А	boriginal Peopl	es	Pers	ons with Disat	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	2	2										
Professionals	14	14								7	7	
Semi-Professionals and Technicians	3	3										
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	1		1									
Total Number of Employees Promoted	21	19	2							7	7	
Total Number of Promotions	21	19	2							7	7	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

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

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1	1										
Professionals	12	9	3							3	3	
Semi-Professionals and Technicians	4	3	1							1	1	
Skilled Sales and Service Personnel	15	13	2							4	4	
Total Number of Employees Terminated	32	26	6							8	8	

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

Workforce Analysis - Detailed Report

Date: 2018-02-01

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repre	sentation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
02 : Middle and Other Managers	National	12	2	16.7 %	38.9 %	5	-3	National
03 : Professionals		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
04 : Semi-Professionals and Technicians		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
07 : Administrative and Senior Clerical Personnel		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
08 : Skilled Sales and Service Personnel		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
13 : Other Sales and Service Personnel		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
						5000000		



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

001544

Workforce Analysis - Detailed Report

Date: 2018-02-01

Women

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

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

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

001545

Date: 2018-02-01

Aboriginal Peoples

		•						
Employment Equity Occupational Group	Internal Location	All Employees #	Abo Representation # %	Aborigi ntation %	Aboriginal Peoples ion Availability % % #	bility #	Gap #	Recruitment Area
02 : Middle and Other Managers	National	12	0	0.0 %	2.2 %	0	0	National
03 : Professionals		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	œ	0	0.0 %	1.1 %	0	0	National
2172 : Database analysts and data administrators	National	_	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	_	0	0.0 %	1.6 %	0	0	National
04 : Semi-Professionals and Technicians		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	_	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
07 : Administrative and Senior Clerical Personnel		ω	0	0.0 %	1.2 %	0	0	
Employment Equity Occupational Group	Montréal	٦	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	_	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	_	0	0.0 %	2.1 %	0	0	Vancouver
08 : Skilled Sales and Service Personnel		26	0	0.0 %	1.0 %	0	0	
6221 : Technical sales specialists - wholesale trade	Alberta	_	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	14	0	0.0 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	11	0	0.0 %	1.0 %	0	0	Québec
13 : Other Sales and Service Personnel		-1	0	0.0 %	6.8 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	6.8 %	0	0	Ont. less CMAs

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

001546

Workforce Analysis - Detailed Report

Date: 2018-02-01

Aboriginal Peoples

Total	Employment Equity Occupational Group
	Internal Location
97	All Employees #
0	Represe #
0.0 % 1.2 %	Aborig Representation # %
1.2 %	Aboriginal Peoples ion Availabilit % %
0	s lability #
0	Gap #
	Gap Recruitment Area #

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

Total may not equal sum of components due to rounding.

2018-07-31



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

Workforce Analysis - Detailed Report

001547

Date: 2018-02-01

Members of Visible Minorities

			_	Viembers of	Members of Visible Minorities	ties	
Employment Equity Occupational Group	Internal Location	All Employees #	Represe #	Representation # %	Availability %#	oility Gap	Recruitment Area
02 : Middle and Other Managers	National	12	ω	25.0 %	15.0 %	2 1	National
03 : Professionals		46	14	30.4 %	35.1 %	16 -2	
1123 : Professional occupations in advertising, marketing and public relations	National	5	0	0.0 %	16.9 %	1	National
2171 : Information systems analysts and consultants	National	œ	_	12.5 %	31.4 %	3 -2	National
2172 : Database analysts and data administrators	National	_	0	0.0 %	32.3 %	0 0	National
2173 : Software engineers and designers	National	29	12	41.4 %	40.5 %	12 0	National
2174 : Computer programmers and interactive media developers	National	2	_	50.0 %	31.5 %	1 0	National
4112 : Lawyers and Quebec notaries	National	_	0	0.0 %	12.5 %	0 0	National
04 : Semi-Professionals and Technicians		9	2	22.2 %	39.5 %	4 -2	
2282 : User support technicians	British Columbia	2	_	50.0 %	32.5 %	1 0	British Columbia
2282 : User support technicians	Ontario	_	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	_	25.0 %	54.5 %	2 -1	British Columbia
07 : Administrative and Senior Clerical Personnel		ω	0	0.0 %	28.3 %	-1	
Employment Equity Occupational Group	Montréal	٦	0	0.0 %	12.2 %	0 0	Montréal
Employment Equity Occupational Group	Toronto	_	0	0.0 %	37.3 %	0 0	Toronto
Employment Equity Occupational Group	Vancouver	_	0	0.0 %	35.3 %	0 0	Vancouver
08 : Skilled Sales and Service Personnel		26	ω	11.5 %	15.2 %	4 -1	
6221 : Technical sales specialists - wholesale trade	Alberta	_	0	0.0 %	11.3 %	0 0	Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	14	ω	21.4 %	20.8 %	3 0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	11	0	0.0 %	8.5 %	1 -1	Québec
13 : Other Sales and Service Personnel		_	0	0.0 %	2.7 %	0 0	
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	2.7 %	0 0	Ont. less CMAs

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

Workforce Analysis - Detailed Report

001548

Date: 2018-02-01

Members of Visible Minorities

	ת	,	27.1 %	22 22.7% 27.1%	22	97		Total
Recruitment Area	Gap #	ble Minorities Availability %#	· Visii	Members of Representation #	Repres	All Employees #	Internal Location	Employment Equity Occupational Group

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

Total may not equal sum of components due to rounding.

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

001549

Workforce Analysis - Detailed Report

Date: 2018-02-01

Persons with Disabilities

				Persons v	Persons with Disabilities	ies		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	entation %	Availability %#	ability #	Gap	Recruitment Area
01/02 : Managers	National	12	0	0.0 %	4.3 %	_	<u>.</u>	National
03 : Professionals	National	46	0	0.0 %	3.8 %	2	'n	National
04 : Semi-Professionals and Technicians	National	9	0	0.0 %	4.6 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	ω	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	26	0	0.0 %	3.5 %	1	<u>.</u>	National
13 : Other Sales and Service Personnel	National	_	0	0.0 %	6.3 %	0	0	National
Total		97	0	0.0 %	3.9 %	4	4	

Total may not equal sum of components due to rounding.

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



2018-07-31

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

001550

Workforce Analysis - Detailed Report

Date: 2018-02-01

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

13: Other Sales and Service Personnel

EEOG

CMA

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

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

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	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	
Total	97	16	16.5 %	29.9 %	29	-13	

Total may not equal sum of components due to rounding.



Date: 2018-02-01

Aboriginal Peoples

			Aborig	Aboriginal Peoples			
Employment Equity Occupational Group	All Employees	Repres	Representation	Availability	bility	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	ω	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	_	0	0.0 %	6.8 %	0	0	
Total	97	0	0.0 %	1.2 %	0	0	

Total may not equal sum of components due to rounding.

2018-07-31

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

001554

Workforce Analysis - Summary Report

Date: 2018-02-01

Members of Visible Minorities

			Members o	Members of Visible Minorities	ities	
Employment Equity Occupational Group	All Employees	Repres	Representation	Availability	bility	Gap
	#	#	%	%	#	#
02 : Middle and Other Managers	12	3	25.0 %	15.0 %	2	1
03 : Professionals	46	14	30.4 %	35.1 %	16	2
04 : Semi-Professionals and Technicians	9	2	22.2 %	39.5 %	4	-2
07 : Administrative and Senior Clerical Personnel	ω	0	0.0 %	28.3 %	_	4
08 : Skilled Sales and Service Personnel	26	ω	11.5 %	15.2 %	4	<u> </u>
13 : Other Sales and Service Personnel	1	0	0.0 %	2.7 %	0	0
Total	97	22	22 22.7 %	27.1 %	27	-5

Total may not equal sum of components due to rounding.



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

001555

Workforce Analysis - Summary Report

Date: 2018-02-01

Persons with Disabilities

			Persons v	Persons with Disabilities	Se	
Employment Equity Occupational Group	All Employees	Representation	entation	Availability	bility 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	ω	0	0.0 %	3.4 %	0 0	
08 : Skilled Sales and Service Personnel	26	0	0.0 %	3.5 %	<u>.</u>	
13 : Other Sales and Service Personnel	-1	0	0.0 %	6.3 %	0 0	
Total	97	0	0.0 %	3.9 %	4 4	

Total may not equal sum of components due to rounding.

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

001556

Workforce Analysis - Summary Report

Date: 2018-02-01

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

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

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 Fi	rst/Previous Workf	orce Analysis
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Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	02	01

Table 5: Women

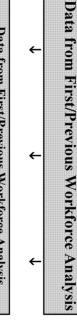
		Table 1: Women							
		First/Previous Workforce Analysis							
Emplo	arment Equity Occupational Crown (FEOC)	All Employees	Women						
Empio	yment Equity Occupational Group (EEOG)		Representation	Availability*					
		#	#	%					
01	Senior Managers	2	0	27.40					
02	Middle & Other Managers	10	2	38.90					
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					
Total		117	22	29.1					

Subsequent	Current Workford	e Analysis
All Employees	Won	ien
	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
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* Source	:		

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Federal Contractors Program Achievement Report BMC Software Canada, Inc. Part 1: Workforce Analysis [Date: YYYY-MM-DD] 001559



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Data from Subsequent/Current Workforce

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Workforce Analysis		Data from First/Previous

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	Table	Table 2: Aboriginal Peoples	eoples
	First/Pr	First/Previous Workforce Analysis	vnalysis
The state of the s	All Employees	Aboriginal Peoples	l Peoples
Syment Equity Occupational Group (EEGG)		Representation	Availability*
	#	#	%
Senior Managers	2	0	2.90
Middle & Other Managers	10	0	2.20
Professionals	51	0	0.90
Semi-Professionals & Technicians	15	0	1,40
Supervisors	0	0	0.00
Supervisors: Crafts & Trades	0	0	0,00
Administrative & Senior Clerical Personnel	0	0	0.00
Skilled Sales & Service Personnel	36	0	0.30
Skilled Crafts & Trades Workers	0	0	0.00
Clerical Personnel	3	0	0.70
Intermediate Sales & Service Personnel	0	0	0.00
Semi-Skilled Manual Workers	0	0	0.00
Other Sales & Service Personnel	0	0	0.00
Other Manual Workers	0	0	0.00

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97	0		0	0	0	0	26	3	0	0	9	46	12	0	#		All Employees	Subsequent	Table
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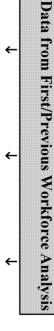
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Table 3: Members of Visible	
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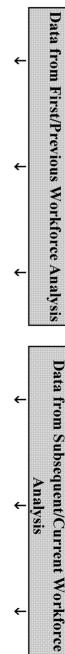
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		0	Other Manual Workers	14
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0.00		0	Semi-Skilled Manual Workers	12
0.00		0	Intermediate Sales & Service Personnel	11
22.40		ယ	Clerical Personnel	10
0.00		0	Skilled Crafts & Trades Workers	09
6 16.00		36	Skilled Sales & Service Personnel	08
0.00		0	Administrative & Senior Clerical Personnel	07
0.00		0	Supervisors: Crafts & Trades	06
0.00		0	Supervisors	05
5 33.50		15	Semi-Professionals & Technicians	04
6 35.50	14	51	Professionals	03
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* Source: 2011 National Household Survey

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Analysis

	Table 4:	Table 4: Persons with Disabilities	sabilities
	First/Pr	First/Previous Workforce Analysis	unalysis
	All Employees	Persons with Disabilities	Disabilities
syment Eduity Occupational Group (EEOG)		Representation	Availability*
	#	#	0%
Managers	12	0	4.30
Professionals	51	0	3.80
Semi-Professionals & Technicians	15	0	4.60
Supervisors	0	0	0.00
Supervisors: Crafts & Trades	0	0	0.00
Administrative & Senior Clerical Personnel	0	0	0.00
Skilled Sales & Service Personnel	36	0	3.50
Skilled Crafts & Trades Workers	0	0	0.00
Clerical Personnel	3	0	7.00
Intermediate Sales & Service Personnel	0	0	0.00
Semi-Skilled Manual Workers	0	0	0.00
Other Sales & Service Personnel	0	0	0.00
Other Manual Workers	0	0	0.00
	117	0	3.9

Employment Equity Occup

01/02 | Managers

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Table 8:	Table 8: Persons with Disabilities	sabilities
All Employees	Persons with Disabilities	Disabilities
	Representation	Availability*
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Data from Form 4 - Employees

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		Table I: Women	women		1
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Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired	>
	#	#	#	#	
01 Senior Managers	0	0	0	0	
02 Middle & Other Managers	0	0	0	0	
03 Professionals	6	0	0	0	
04 Semi-Professionals & Technicians	0	0	0	0	
05 Supervisors	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	
07 Administrative & Senior Clerical Personnel	0	0	0	0	
08 Skilled Sales & Service Personnel	6	1	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	
10 Clerical Personnel	0	0	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	
13 Other Sales & Service Personnel	1	0	0	0	
14 Other Manual Workers	0	0	0	0	
Total	13	1	0	0	

0	0	2	21
0	0	0	0
0	0	0	0
0	0	0	0
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0	0	0	0
0	0	0	0
0	0	0	3
0	0	0	14
0	0	0	2
0	0	0	0
#	#	#	#
Women Promoted	All Employees Promoted	Women Promoted	All Employees Promoted
National	Part-time / National	National	Full-time / National
	AA OHICH	Table 5.	

<u>1</u> 0	# #	All Employees Women Terminated Terminated	Full-time / National	Tabl	↓
00	#	n All Employees ted Terminated		Table 9: Women	←
00	#	- Women Terminated	Part-time / National		←

Employees rminated #	Women Terminated #	All Employees Terminated #	Women Terminated #
0	0	0	
1 12	9	0	
4	1	0	
0	0	0	
0	0	0	
0	0	0	
15	2	0	
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Federal Contractors Program Achievement Report Part 2: Flow Data Analysis BMC Software Canada, Inc. [Date: YYYY-MM-DD]

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Data from Form 4 - Employees

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees

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

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#	#	#	#
Aboriginal Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted
Part-time / National	Part-tin	National	Full-time / National
Peoples	Aboriginal Po	able 6: Abor	Lab

Full-time / National			

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Part-time / Natio	Table 10: Aboriginal Peoples		
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Full-time / National	/ National	Part-time / National	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
_	0	0	0
12	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
15	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
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BMC Software Canada, Inc. Part 2: Flow Data Analysis

[Date: YYYY-MM-DD]

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orm 4 Hired
Data from Form 4 - Employees Hired

Table 3: Persons with Disabilities

All Employees

Promoted

Part-time.

Table 11: Persons with Disabilities

Data from Form 6 - Employees

Terminated

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

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

Table 7: Persons with Disabilities

/ National Persons with Disabilities Promoted # 0 0 0 0	Full-time All Employees Terminated # 0 1 12 4 0 0	Full-time / National Employees Disabilities Terminated Terminated # # # # # # # # # # # # # # # # # # #	Part-time / National All Employees Disabilities Terminated Terminate # # # # 0 0 0 0 0
0	0	0 0	0
0	12	0	0
0	4	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	15	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
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Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

BMC Software Canada, Inc.

[Date: YYYY-MM-DD]

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Start	Date of Flow	Data
YYYY	MM	DD
2016	04	01

End I	Date of Flow	Data
YYYY	MM	DD
2018	02	01

Data from Form 4 - Employees Hired

		Table 4:	Members o	embers of Visible Minorities										
		Full-time / National Part-time / National												
	ployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired									
		#	#	#	#									
01	Senior Managers	0	0	0	0									
02	Middle & Other Managers	0	0	0	0									
03	Professionals	6	2	0	0									
04	Semi-Professionals & Technicians	0	1	0	0									
05	Supervisors	0	0	0	0									
06	Supervisors: Crafts & Trades	0	0	0	0									
07	Administrative & Senior Clerical Personnel	0	0	0	0									
80	Skilled Sales & Service Personnel	6	0	0	0									
09	Skilled Crafts & Trades Workers	0	0	0	0									

13

Total

10 Clerical Personnel

Intermediate Sales & Service Personnel

12 Semi-Skilled Manual Workers 13 Other Sales & Service Personnel

14 Other Manual Workers

Data from Form 5 - Employees **Promoted**

Table 8: Members of Visible Minorities Part-time / National Full-time / National Members of Members of All Employees Visible All Employees Visible Promoted Minorities Promoted Minorities Promoted Promoted # # #

Data from Form 6 - Employees **Terminated**

Table 12: Members of Visible Minorities Full-time / National Part-time / National Members of Members of All Employees Visible All Employees Visible Terminated Minorities Terminated Minorities Terminated Terminated # # # # 32

Data for First/Previous Goals	[Date: YYYY-MM-DD]	BMC Software Canada, Inc.	Part 3: Goals	Federal Contractors Program Achievement Report
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Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate S	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Group (EEOG)	Fire					Data sources:	A
	Workers	Service	/anual	Intermediate Sales & Service	unel	& Trades	¿ Service	& Sr Clerical	rafts & Trades		mals & Tech		er Managers	žIS				Occumentational				1		В
117	0	0	0	0	ω	0	36	0	0	0	15	51	10	2	#	2016-04-01	ALIMIN AAAA	Number					From Workforce Analysis	С
-6.1%	0.0%	0.0%	0.0%	0.0%	-100.0%	0.0%	-10.3%	0.0%	0.0%	0.0%	-15.7%	-3.4%	6.3%	-100.0%	%	Annually	Actual	Growth (*)				1	From From Workforce Analysis Analysis	D
	J						Ü		-						%	Annually	Projected	Growth (New Positions)	4			←	Data Entry	Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	cted		All Employees			Ļ	Prom Flow Data Data Entry CxEx3 Analysis & Data Entry CxHx3 Workforce Analysis†	F
29.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	48.4%	0.0%	0.0%	0.0%	33.3%	24.7%	9.1%	0.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	35			L	From Flow Data Analysis & D Workforce Analysis‡	G
															%	Annually	Projected	placement of Ter Employees)				←	ata Entry C	Ħ
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		L				←	x H x 3	-
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Years		Anticipated				L	т, + П	J
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0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Replacement of		First/Previous Short-term Goals	able 1: Wor	L.	Equivalent KxLx3	Т
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		placement of		erm Goals	omen	Ļ		М
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29.1%	0.0%	0.0%	0.0%	0.0%	94.9%	0.0%	28.1%	0.0%	0.0%	0.0%	22.3%	24.9%	38.9%	27.4%	%		Availability		nen			←	From Workforce Analysis	Q
-12	0	0	0	0	0	0	చ	0	0	0	4	-10	-2	·	#		Present Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
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18.8%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	100.0%	#DIV/0!	19.4%	#DIV/0!	#DIV/0!	#DIV/0!	46.7%	5.9%	20.0%	0.0%	%		Representation	5				←	K + C	
18.8%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	100.0%	#DIV/0!	19.4%	#DIV/0!	#DIV/0!	#DIV/0!	46.7%	5.9%	20.0%	0.0%	%	Years	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	U

† 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 Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Total				
0 0.0 0 0.0	[Date: YYYY-MM-DD]	BMC Software Canada, Inc.	Part 3: Goals	Federal Contractors Program Achievement Report

Federal Contractors Program Achievement Report Part 3: Goals BMC Software Canada, Inc. [Date: YYYY-MM-DD] Data for First/Previous Goals		[Date: YYYY-MM-DD]	BMC Software Canada, Inc.		t Report	
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Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	-		Group (EEOG)	Employment Fauity Occupational					Data sources:	АВ
11							သ					5			#	2016-04-01	AAAAAAA AAAA	Number				+	From Workforce Analysis	С
17 -6.1%	0.0%	0.0%	0.0%	0.0%	3 -100.0%	0.0%	36 -10.3%	0.0%	0.0%	0.0%	15 -15.7%	51 -3.4%	10 6.3%	2 -100.0%	%	Annually	D Actual	Growth				4	From Workforce Analysis*	D
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	Annually	Projected	Growth (New Positions)	A			4	Data Entry CxEx3	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	ted		All Employees			←		¥
29.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	48.4%	0.0%	0.0%	0.0%	33.3%	24.7%	9.1%	0.0%	%	Annually	Actual	Turnover (Re	es			←	From Flow Data Analysis & Workforce Analysis [‡]	G
															%	Annually	Projected	Turnover (Replacement of Terminated Employees)				←	From Flow Data Analysis & Data Entry Workforce Analysis*	н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		erminated				←	Cx H x 3	I
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										_	0		_		#	2016-04-01	YYYY-MM-DD	Number		First/Pre	Table 3:	←	From Workforce Analysis	К
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (R			able 3: Aborigin		Equivalent to H	L
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		urnover (Replacement of Terminated Employees)		term Goals	al Peoples	←	KxLx3	M
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Years	Over 3	Hires				4	(F x Q) - R + M	N
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#:	0	XXXX - XXXX	3 Year Goals From - To				←	JхР	0
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0.9%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.3%	0.0%	0.0%	0.0%	1.4%	0.9%	2.2%	2.9%	%		Availability	P	Aboriginal Peoples			←	From Workforce Analysis	Q
-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#		Present Gap					←		R
-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#		Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	s
0.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0	0.0%	#DIV/0	0.0%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.0%	0.0%	0.0%	%		Representation	Ī				←	K÷C	Т
0.0%)! #DIV/0!)! #DIV/0!								#1	0.0%	0.0%	0.0%	0.0%	%	Icars	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	U

Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) + (1) × 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) + (1) × 100.

Total	14	13	12	Ξ	10	09	08	07	06	05	04	03	02	01	9		7) !	
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	01 Senior Managers	Group (EEGG)	Comm (FFOC)	amont Faulty (
	orkers	rvice	nual	es & Service	el	Trades	Service	Sr Clerical	fts & Trades		als & Tech		Managers			ecupational	compational and	
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0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	# %	Long-term Goals		
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		Is		
																		Table :
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																		Table 4: Aboriginal Peoples
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[Date: YYYY-MM-DD]	BMC Software Canada, Inc.	Part 3: Goals	Federal Contractors Program Achievement Report	9
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Data for First/Previous Goals

Total	14 Other N	13 Other Si	12 Semi-Sk	11 Interme	10 Clerical	09 Skilled	08 Skilled :	07 Adminis	06 Supervis	05 Supervisors	04 Semi-Pr	03 Professionals	01/02 Managers			Group (EEOG)	Fundavment					Data sources:	A
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	sors	Semi-Professionals & Tech	onals	rs				Family Occupational						В
117	0	0	0	0	ယ	0	36	0	0	0	15	51	12	#	2016-04-01	AAAA-WW-DD	Number				←	From Workforce Analysis	С
-6.1%	0.0%	0.0%	0.0%	0.0%	-100.0%	0.0%	-10.3%	0.0%	0.0%	0.0%	-15.7%	-3.4%	-46.9%	%	Annually	Actual	Growth (*				←	From Workforce Analysis [†]	D
5	0			J						J	Ü	Ü		%	Annually	Projected	Growth (New Positions)				←	Data Entry CxEx3	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	ected		All Employees			←	CxEx3	F
29.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	48.4%	0.0%	0.0%	0.0%	33.3%	24.7%	4.5%	%	Annually	Actual	Turnover (Re	és			←	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis [‡]	G
														%	Annually	Projected	Turnover (Replacement of Terminated Employees)				←	Data Entry	Н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		erminated				←	Cx H x 3	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Years	Hires Over 3	Anticipated				←	ъ + П	J
														##	2016-04-01	YYYY-MM-DD	Number		First/Pre	able 5: Persons wi	←	From Workforce Analysis	K
0 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (I		First/Previous Short		←	Equivale to H	Т
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		Turnover (Replacement of Terminated Employees)		t-term Goals	h Disabilities	←	nt KxLx3	4
#REF!	0	0	0	0	0	0	0	0	0	0	0	2	0	#	Years	Over 3	Hires			ties	←	(F x Q) - R + M	Z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	0	*****	3 Year Goals From - To				←	JxP	0
														%	3	YYYY	Goals - To	Persons wit			←	Data Entry	P
#REF!	3.9%	0.0%	0.0%	0.0%	0.0%	7.0%	0.0%	3.5%	0.0%	0.0%	0.0%	4.6%	3.8%	%		Availability	7	Persons with Disabilities			←	From Workforce Analysis	Q
#REF!	0	0	0	0	0	0	0	0	0	0	0	-2	0	#		Present Gap		s			←	From Workforce Analysis	R
#REF!	0		0		0			0	0			-2		#		Gap					<u></u>	From (K - M + Workforce O) - ((C + Analysis F) x Q)	s
0.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	0.0%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.0%	0.0%	%		Representation	•				←	K÷C	Т
0.0%	#DIV/0!					#DIV/0!		#DIV/0!		#DIV/0!		0.0%		%	rears	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	U

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

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

					Table 6: Persons with Disabilities
		Persons with Disabilities	bilities		
Employment Equity Occupational	Sho	Short-term Goals	Long-term Goals	m Goals	Comments
Group (Ecoo)	#	%	#	%	
01/02 Managers)	0.0	0	0.0	
03 Professionals		0.0	0	0.0	
04 Semi-Professionals & Tech		0.0	0	0.0	
05 Supervisors		0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical		0.0	0	0.0	
08 Skilled Sales & Service		0.0	0	0.0	
09 Skilled Crafts & Trades		0.0	0	0.0	
10 Clerical Personnel		0.0	0	0.0	
11 Intermediate Sales & Service		0.0	0	0.0	
12 Semi-Skilled Manual		0.0	0	0.0	
13 Other Sales & Service	-	0.0	0	0.0	
14 Other Manual Workers		0.0	0	0.0	
Total)	0.0	0	0.0	

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Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	-	į	Group (EEOG)	Employment Faulty Occupational					Data sources:	A B
117	0	0	0	0	သ	0	36	0	0	0	15	51	10	2	#	2016-04-01	VYYY-MM-DD	Number				←	From Workforce Analysis	С
-6.1%	0.0%	0.0%	0.0%	0.0%	-100.0%	0.0%	-10.3%	0.0%	0.0%	0.0%	-15.7%	-3.4%	6.3%	-100.0%	%	Annually	Actual	Growth (←	From Workforce Analysis [†]	D
				J											%	Annually	Projected	Growth (New Positions)				←	Data Entry CxEx3	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	ected		All Employees			←		F
29.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	48.4%	0.0%	0.0%	0.0%	33.3%	24.7%	9.1%	0.0%	%	Annually	Actual	Turnover (Re	es			←	From Flow Data Analysis & Data Entry Workforce Analysis*	G
															%	Annually	Projected	Turnover (Replacement of Terminated Employees)				←	Data Entry	Н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		erminated				←	CxHx3	-
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Tears	Hires Over 3	Anticipated			Tab	←	ъ + П	J
3												16			#	2016-04-01	YYYY-MM-DD	Number		First/Pre	able 7: Members of V	←	From Workforce Analysis	K
1 0.0%	0.0%	0.0%	0.0%	0.0%	2 0.0%	0.0%	6 0.0%	0.0%	0.0%	0.0%	5 0.0%	6 0.0%	2 0.0%	0.0%	%	Annually		Turnover (F		First/Previous Short-		←	Equivalent to H	Т
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		urnover (Replacement of ferminated Employees)		t-term Goals	isible Minorities	←	KxLx3	М
0	0	0	0	0		0	0	0	0	0	0	2	<u>-</u>	0	#	Years	Over 3	Hires			orities	←	(F x Q) - R + M	Z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	0	7777-7777	3 Year Goals From - To	Me			←	JxP	0
															%	3	YYYY	Goals - To	Members of Visible Minorities			←	Data Entry	P
26.7%	0.0%	0.0%	0.0%	0.0%	22.4%	0.0%	16.0%	0.0%	0.0%	0.0%	33.5%	35.5%	15.0%	10.1%	%		Availability		sible Minori			←	From Workforce Analysis	Q
0	0	0	0	0	_	0	0	0	0	0	0	-2		0	#		Present Gap		ties			←	From Workforce Analysis	R
0	0	0	0	0		0	0	0	0	0	0	-2	1	0	#		Gap	B				←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	s
26.5%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	66.7%	#DIV/0!	16.7%	#DIV/0!	#DIV/0!	#DIV/0!	33.3%	31.4%	20.0%	0.0%	%		Representation					←	K÷C	T
26.5%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	66.7%	#DIV/0!	16.7%	#DIV/0!	#DIV/0!	#DIV/0!	33.3%	31.4%	20.0%	0.0%	%	Tears	Representation in 3	Projected				←	(K - M + O) + (C + F)	U

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 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) + (1) x 100.

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediat	10 Clerical Personnel	09 Skilled Cra	08 Skilled Sale	07 Administrat	06 Supervisors	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	Group (EEOO)	complete Equ		
	ual Workers	3 & Service	3d Manual	Intermediate Sales & Service	rsonnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	3 1	ssionals & Tech	uls	Other Managers	nagers		Employment Equity Occupational		
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Short-term Goals	Mer	
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9/6	rm Goals	Members of Visible Minorities	
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Long-term Goals	Minorities	
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9%	Goals		
)	J	7	٢	9	ر	J	2	٥	J)	J	2	ر	٦				
																		_
																		able 8:
																		Fable 8: Members of Visible Minorities
																		bers o
																		Visib
																		le Min
																0		orities
																Comments		
																nts		

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Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	-		Group (EEOG)	Fandar Faulty Occupations					Data sources:	AB
	orkers	rvice	nual	es & Service	el	Trades	ervice	Sr Clerical	fts & Trades		als & Tech		Managers					Compation at						
97	0	1	0	0	0	0	26	ω	0	0	9	46	12	0	#	2018-02-01	AAAAAW-DD	Number				←	From Workforce Analysis	С
-6.1%	0.0%	0.0%	0.0%	0.0%	-100.0%	0.0%	-10.3%	0.0%	0.0%	0.0%	-15.7%	-3.4%	6.3%	-100.0%	%	Annually	Actual	Growth (4	From Workforce Analysis [†]	D
ó	0	0	0	0	6	0	6	6	0	0\	0\	0	0	6	%	Annually	Projected	Growth (New Positions)	4			←	Data Entry CxEx3	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	red		All Employees			4		F
29.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	48.4%	0.0%	0.0%	0.0%	33.3%	24.7%	9.1%	0.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	35			←	From Flow Data Analysis & Data Entry Workforce Analysis*	G
															%	Annually	Projected	placement of Te Employees)				←	Data Entry C	н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#:	Over 3 Years		ı				←	х Нх 3	-
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#:	Years	3	Anticipated		S		←	ቹ + I	J
16	0	0	0	0	0	0	5	သ	0	0	5	1	2	0	*	2018-02-01	YYYY-MM-DD	Number		Subsequent/Current Sh	Tat	←	From Workforce Analysis	K
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Replacement o		urrent Sho	able 9: Wor	←	Equivalent to H	Г
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#:	Over 3 Years		(Replacement of		ort-term Goals	отпеп	←	KxLx3	М
13	0	_	0	0	0	0	2	<u>.</u>	0	0	చ	=	ယ	0	#:	Years	Over 3	Hires		ls		←	(F x Q) - R + M	z
6	0	0	0	0	0	0	2	0	0	0	0	2	2	0	#:	2018	7777-7777	3 Year Goals From - To				←	JxP E	0
22.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	6.5%	33.3%	0.0%	%	2021		oals To	Women			←	Data Entry	Р
29.9%	0.0%	61.8%	0.0%	0.0%	0.0%	0.0%	28.6%	80.0%	0.0%	0.0%	23.6%	25.6%	38.9%	0.0%	%		Availability		len			←	From Workforce Analysis	Q
-13	0	<u>.</u>	0	0	0	0	-2	_	0	0	ယ	-11	చ	0	#:		Present Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
-7	0	<u>-</u>	0	0	0	0	0	_	0	0	သ	-9	<u>-1</u>	0	#		Gap					←	(K - M + O) - ((C + F) x Q)	S
16.5%	#DIV/0!	0.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	19.2%	100.0%	#DIV/0!	#DIV/0!	55.6%	2.2%	16.7%	#DIV/0!	%		Representation	7				←	K÷C	Τ
22.7%	#DIV/0!	0.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	26.9%	100.0%	#DIV/0!	#DIV/0!	55.6%	6.5%	33.3%	#DIV/0!	%	rears	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	U

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 Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Total	14	13	12	=	10	09	08	07	06	05	04	03	02	01	C. Cal		7) 1	
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	01 Senior Managers	Group (EEGG)	Come (FFOC)	mant Faith O	
	orkers	rvice	nual	s & Service	el	Trades	ervice	Sr Clerical	fts & Trades		ıls & Tech		Managers			ccupational	connational	
																Shor		
															%	Short-term Goals	11	
22.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	6.5%	33.3%	0.0%			Women	
																Long-term Goals		
22.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	6.5% Only	33.3% Woul	0.0%	%	ioals		
		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.										6.5% 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.	33.3% Would be able to promote or hire female managers only if there is attrition in roles that make it possible.			Comments		I able 10: Women

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A B	С	D	Е	F	G	Н	I	J	K	L	M	Z	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From From Workforce onalysis Analysis	Data Entry	CxEx3	Prom Flow Data Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Workforce Analysis †	Data Entry	CxHx3	ቹ + T	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
***************************************	Ţ	4	↓	Ţ	4	↓	4	Ţ	4	J	↓	4	Ţ	Ψ.	↓		Ţ	+	+
									Table 11:	Table II: Aborigin	nal Peoples								
									Subsequent/Current SI		ort-term Goals	ls							
				All Employees	ees									Aboriginal Peoples	Peoples				
	Number	Growth (Growth (New Positions)		Turnover (Ru	Turnover (Replacement of Terminated Employees)	Terminated	Anticipated	Number	Turnover (Replacement of	placement of	Hires	3 Year Goals From - To	Joals To					Projected
Group (EEOG)	AAAA-WW-DD	Actual	Pro	Projected	Actual	Projected	cted	Hires Over 3	YYYY-MM-DD			Over 3	7777-7777	737	Availability	Present Gap	Gap	Representation	Representation in 3
•	2018-02-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tellis	2018-02-01	Annually	Over 3 Years	Years	2018	2021					Tellis
_	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
	. 0	-100.0%			0.0%		0	. 0		0.0%	0	0	. 0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
	1	0.5%			9.1%		· ·	> C		0.0%	> <	0 0) C	2.2%	2.2%	> C	<u> </u>	0.0%	0.0%
03 Professionals	46	-3.4% 15.79/	<u>` </u>		24.7%		0 0			0.0%	0 0	0 0	0 0	0.9%	0.9%	0 0	0 0	0.0%	0.0%
	0	0.0%	0	0	0.0%		0	0		0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0	0	0.0%		0	0		0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	သ	0.0%	0	0	0.0%		0	0		0.0%	0	0	0	1.2%	1.2%	0	0	0.0%	0.0%
08 Skilled Sales & Service	26	-10.3%	<u>o`</u>	0	48.4%		0	0		0.0%	0	0	0	1.0%	1.0%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%	<u> </u>	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%	6	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%	6	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%	6	0	0.0%		0	0		0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	_	0.0%	0	0	0.0%		0	0		0.0%	0	0	0	6.8%	6.8%	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	#DIV/0!	#DIV/0!
Total	97	-6.1%	ó'	0	29.9%		0	0	0	0.0%	0	0	0	1.2%	1.2%	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) 13 - 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) + (1) x 100.

	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	Grant (EEGG)	Embiosiment Estants Occupational	FILL CONTROL OF THE PARTY OF TH	
1 70/	0.0%	6.8%	0.0%	0.0%	0.0%	0.0%	1.0%	1.2%	0.0%	0.0%	0.9%	0.9%	2.2%	0.0%	- %	Short-term Goals	Aboriginal Peoples	
1 70/	0.0%	6.8%	0.0%	0.0%	0.0%	0.0%	1.0%	1.2%	0.0%	0.0%	0.9%	0.9%	2.2%	0.0%	9/6	Long-term Goals	les	
																		Table 12: Aborigi
																Q		boriginal Peoples
																Comments		

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Total	14 Other Ma	13 Other Sal	12 Semi-Skil	11 Intermedi	10 Clerical Personnel	09 Skilled Cr	08 Skilled Sa			05 Supervisors	04 Semi-Pro	03 Professionals	01/02 Managers		•	Group (EEOG)	Fundacment F					Data sources:	A
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	ersonnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades)IS	Semi-Professionals & Tech	nals	3.				Final Property Occupations						В
97	0	_	0	0	0	0	26	ω	0	0	9	46	12	#	2018-02-01	AAAA-WW-DD	Number					From Workforce Analysis	С
-6.1%	0.0%	0.0%	0.0%	0.0%	-100.0%	0.0%	-10.39	0.0%	0.0%	0.0%	-15.7%	-3.4%	-46.9%	%	Annually	Actual	Growth (←	From Workforce Analysis [†]	D
6	o`	6	6	<u>^</u>	6	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u>^</u>	<u> </u>	<u>^`</u>	<u> </u>	%	Annually	Pro	Growth (New Positions)				←	Data Entr	E
														#	Over 3 Years	Projected		All Employees			←	y CxEx3	F
0 29.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0 48.4%	0.0%	0.0%	0.0%	0 33.3%	0 24.7%	0 4.5%	%	Annually	Actual	Turnover (yees			←	Prom Flow Data Data Entry Cx E x 3 Analysis & Data Entry Workforce Analysis *	G
6	6	6	6	6	6	6	<u>^</u>	6	6	6	6	<u>^</u>	6	%	Annually	Pre	Turnover (Replacement of Terminated Employees)				←	v C Data Entr	Н
0	0						0						0	#:	Over 3 Years	Projected	f Terminated				←	у Сх Нх 3	1
														#	Tears	Hires Over 3	Anticipated				←	F; + I	J
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	2018-02-01	3 YYYY-MM-DD	Number		Subseque	Table 13:	←	From Workforce Analysis	X
0 0.	0 0.	0 0.	0 0.	0 0.	0 0.	0 0.	0 0.	0 0.	0 0.	0 0.	0 0.	0 0.	0 0.	%	01 Annual		. =		Subsequent/Current S	able 13: Persons w	←	Equivalent to H	T
0%	0%	0.0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	#	Over 3 Years		urnover (Replacement of Ferminated Employees)			with Disabilities	←	ent KxLx3	M
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#		Over 3			Goals	oilities	←	(3 (F x Q) - R + M	z
4	0	0	0	0	0	0		0	0	0	0	2		#:	2018	П					←	JxP	0
4 3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1 3.59	0 3.4%	0.0%	0.0%	0 4.6%	2 3.8%	1 4.3%	%	2021	AAAA - AAAA	3 Year Goals From - To	Persons v			←	Data Entry	P
														%		Availability		Persons with Disabilities			←	From y Workforce Analysis	Q
3.9%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	3.5%	3.4%	0.0%	0.0%	4.6%	3.8%	4.3%	#		Present Gap		ties			←	From ce Workfo s Analys	R
-4	0	0	0	0	0	0	<u>-</u>	0	0	0	0	-2	_	#		Sap Gap	7				←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	S
0	0	0	0	0	0	0	0	0	0	0	0	0	0										
0.0%	#DIV/0!	0.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.0%	#DIV/0!	#DIV/0!	0.0%	0.0%	0.0%	%		Representation					←	K+C 0	T
4.1%	#DIV/0!	0.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	3.8%	0.0%	#DIV/0!	#DIV/0!	0.0%	4.3%	8.3%	9%	Years	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	U

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

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

		Table 14: Persons with Disabilities
	Persons with Disabilities	
Employment Equity Occupational	Short-term Goals Long-term Goals	Comments
Group (ELEGO)	% %	
01/02 Managers	4.3% 4.3%	6
03 Professionals	3.8%	
04 Semi-Professionals & Tech	4.6% 4.6%	
05 Supervisors		
06 Supervisors: Crafts & Trades	0.0% 0.0%	
07 Administrative & Sr Clerical	3.4% 3.4%	30 To 10 To
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%	

Data for Subsequent/Current Goals	[Date: YYYY-MM-DD]	BMC Software Canada, Inc.	Part 3: Goals	Federal Contractors Program Achievement Report
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	- [14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Group (EEOG)	Final arment Faulty Occupations					Data sources:	АВ
		ers	ce	1	Service		des	rice	Clerical	& Trades		& Tech		nagers											
	97	0	1	0	0	0	0	26	ယ	0	0	9	46	12	0	#	2018-02-01	VYYY-MM-DD	Number				.	From Workforce Analysis	С
	-6 1%	0.0%	0.0%	0.0%	0.0%	-100.0%	0.0%	-10.3%	0.0%	0.0%	0.0%	-15.7%	-3.4%	6.3%	-100.0%	%	Annually	Actual	Growth				4	From Workforce Analysis [†]	Œ
	8	<u>~</u>	<i>8</i> 7	%	<i>%</i>	<u> </u>	<u>~</u>	<i>*</i>	<i>%</i>	<i>*</i>	<u>~</u>	8	%	<i>%</i>	%	%	Annually	Projected	Growth (New Positions)				4	Data Entry CxEx3	E
		_	_	_	_	_	_	_	_	_	_	_	_	_	_	#	Over 3 Years	cted		All Employees			Ψ	СхЕхЗ	F
10000	29 9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	48.4%	0.0%	0.0%	0.0%	33.3%	24.7%	9.1%	0.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	vees			J	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis [‡]	G
																%	Annually	Proj	placement of Employees)				+	Data Entry	Н
. [0	0	0	0	0	0	0	0	0	0	0	0	0	0	#:	Over 3 Years	Projected	Terminated				.	СхНх3	I
		_	_	_	_							_	_	_		#	Years	Hires Over 3	Anticipated			Tab	J	Г + П	J
	22	<u> </u>						<u></u>				<u> </u>	0 14	<u></u>		#	2018-02-01	YYYY-MM-DD	Number		Subsequent/Current SI	Table 15: Members of	4	From Workforce Analysis	Ж
. [0.0%	0.0%	0.09	0.09	0.09	0.09	3 0.09	0.09	0.09	0.09	0.0%	0.0%	0.09	0.09	%	Annually		Turnover (0~~ +00 E	ibers of \	Ţ	Equivaler to H	Т
	*	<u>^</u>	•	•	0						•	<u>^</u>	•	•	<u> </u>	#	Over 3 Years		urnover (Replacement of Ferminated Employees)		ort-term Goals	isible Minorities	Ţ	tt KxLx3	М
	0	<u> </u>	0	0	<u> </u>	0		0	0	0	0	<u> </u>	0	0		#	Years	Over3			oals	norities	Ţ	(F x Q) - R + M	N
	4	<u>o</u>	0	0	0	0					0	2	2	_		#	2018	1117	3 Ye				4	JхР	0
	4 27 1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.2%	28.3%	0.0%	0.0%	39.5%	1 35.1%	0 15.0%	0.0%	%	2021	AAAA - AAAA	3 Year Goals From - To	dembers of V			4	Data Entry	Р
		0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	15.2%	28.3%	0.0%		39.5%	35.1%	15.0%	0.0%	%		Availability		Members of Visible Minorities			.	From Workforce Analysis	Q
		<u>`</u>	<u> </u>	•	0	<u> </u>	<u>•`</u>			<u> </u>	<u> </u>			<u>•`</u>	<u> </u>	#		Present Gap		ities			↓		R
-	4	0	0	0	0	0	0	<u>-</u>	<u>-</u>	0	0	-2 -	.2 -	1	0	#		Gap					_	From (K - M + Workforce O) - ((C + Analysis F) x Q)	S
	0	0 #	0	0 #	0 #	0 #	0 #	0	0	0 #	0 #	_	<u>-i</u>	1	0 #	%		Representation					J	+ K÷C	T
100	22 7%	#DIV/0!	0.0%	#DIV/0!	#DIV/0!	#DIV/0!	:DIV/0!	11.5%	0.0%	#DIV/0!	#DIV/0!	22.2%	30.4%	25.0%	#DIV/0!										
10000	26.8%	#DIV/0!	0.0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	15.4%	33.3%	#DIV/0!	#DIV/0!	33.3%	32.6%	25.0%	#DIV/0!	%	Years	Representation in 3	Projected				+	(K - M + O) ÷ (C + F)	U

Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

Calculated by using the following formula: ((Current number of employees from Workforce 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) + (10tal number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + (10tal number of employees from Previous Workforce Analysis) + (10tal number of emplo

Total	14 Other N	13 Other S	12 Semi-SI	11 Interme	10 Clerical	09 Skilled	08 Skilled	07 Admini	06 Supervi	05 Supervisors	04 Semi-Pı	03 Professionals	02 Middle	01 Senior Managers	Great (EEGG)	Comm (EEO)		
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	sors	Semi-Professionals & Tech	ionals	Middle & Other Managers	Managers	9	Employment Equity Occupational		
																Sho		
															%	Short-term Goals	Members of Visible Minorities	
27.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.2%	28.3%	0.0%	0.0%	39.5%	35.1%	15.0%	0.0%		s	f Visible M	
																Long-term Goals	inorities	
27.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.2%	28.3%	0.0%	0.0%	39.5%	35.1%	15.0%	0.0%	%	Goals		
																		Tab
																		Table 16: Members of
																		mbers of
																		Visible M
																Co		Visible Minorities
																Comments		

Tra		05 Suj		04 Ser	_	03 Pro	M ₂			01 Sei			(EEOG)	Occup	Emplo				Data sources:			06 Suj	_	05 Sur		04 Sei	03 Pro		02 Mg		01 Ser		(EEOG)	Оссир	Emplo			Data sources		>				
Trades	pervisors:	Supervisors		Semi-Professionals & Technicians		Professionals	Managers	Middle & Other		Senior Managers			9.7	Occupational Group	Employment Equity				ces:			Supervisors: Crafts & Trades		Supervisors	Technicians	Semi-Professionals &	Professionals		Managers	ddle & Otl	Senior Managers		9)	Occupational Group	Employment Equity			œs:	5	B				
	Crafts &			ionals &				her	6013	rers				dno.	quity							Crafts &				ionals &	•		Š	her	gers			roup	quity									
2021	2018	2021	2018	2018	2021	2018	2021	2018	2021	2018	#		-	Year	•							2016	2018	2016	2018	2016	2018	2016	2018	2016	2016	#			Vear					2				
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	0			<u></u>				1	0		#			١	Flow Data	New Entrants	•		Data S Analysis	Part 2: Flow		0 0		0	9	5			12		0	#	Ĭ				←	Part 1: Workforce Analysis		Ę.				
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	0.0		0.0	0.0		0.0		0.0		0.0	%		of Carl	Women	Short-term Goals		e		x Part 3: Goals		ŀ	0 0	0	0	2	ယ	12 -		л -	4 0	0 1	#	Gap			9	←	. Е-Н		-				
0.0	0.0			0.0	-5769			0.0	0.0		%	Goal Met			als		4		F+1x100		Ī	0 0			3 23						0 -1		EE Result				←	E÷H ×100		-				Fee
0.0	0.0	0.0	0.0	0.0	2.3	0.0	0.0	0.0	0.0	0.0	#					Goals			100 Part 3: Goals			0.0	0.0	0.0	235.4	209.3	8.5	23.6	42.8	1 4	0.0	#	sult All Employees				<u></u>			-				Federal Contractors Program Achievement Report
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0.0	0.0	0.0	0.0	0.0	$\overline{}$	_	0.3	0.0	0.0	0.0	%	0			Goals		+		Part 3: F+ Goals			0.0	0.0		0.0		0.0		0 0	:	0 0	%		Women	Hires		←	L+K x 100 K	TAT	A	YY-M	are Cai	sults -	ogram
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Fig.	12	\rightarrow		=	10	-	9		08	_	07			(E)	Oc.	E			Data sources	"	12	$\overline{}$	11	_	10	_	99		QQ	07		(EE)	Occi	Em			Data sources	Α				
Fig. 16 Fig. 16 Fig. 17 Fig.	Workers	Semi-Ski	Service l	Intermed	Clerical	Trades v	Skilled (Service 1	Skilled S	Senior C	Adminis			0 9	pation	dovmei			ources:		Workers	Semi-Ski	Service I	ntermed	Clerical i	Trades v	Skilled (Service I	Skilled S	Administ Senior C		00	upation	doymei			ources:					
Fig. 16 Fig. 16 Fig. 17 Fig.		illed Ma	ersonne	liate Sal	Personn	vorkers	Trafts &	ersonne	ales &	lerical	trative &				al Gro	nt Equi						illed Ma	Personne	liate Sali	Personn	vorkers	Trafts &	ersonne	ales &	trative & lerical			al Gro	nt Equi				В				
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Fielder-of Contractors Program Achievement Report Fielder-of Contr	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	%		-	Ð		S	+	+ D x 100		0.0	0.0	0.0	0.0	0.0	0.0	0.0	19.2	19.4	100.0	9/9	ation		5	Vorkf	←	E + D x 100	Ŧ				
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Fielder-of Contractors Program Achievement Report Fielder-of Contr		0		0		>			0		0	%	Goal	Perce		Shor		Ļ	Е		.0	0	0	0 0	0 .9		.0	.6	<u> </u>	.0	*	ailability	Vomen	ce	nalys	<u></u>						
Federal Contractors Program Achievement Report		0.0		0.0	0.0	>	0.0		0.0		0.0				Women	t-term			ļ		0	0	0	0	0 3	, <u> </u> c	0	7	10	2					s.							
Contractors Frogram Achievement Report Prif4 Results Nome	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0	%				Goals		+	ļ		0	0	0	0 0	0 0) c	0	-2	ა	1 0						←	Е-Н	I				
Contractors Frogram Achievement Report Prif4 Results Nome	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Goal Met	Percent of				+	F+1 x 100		0.0	0.0	0.0	0 0	0.6		0.0	67.2	69.2	0.0 125.0	9/0	EE Result				←	E + H x 100	J				Fede
Q R S T U V W X Y)		0					0				#					Joals	Ļ	\$,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,							,	Į,	Ü				4 II E			 	Part 2: Data Ar	X				ral Co
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10 Clerical Personnel	2016	3	0	0.0	0.7	0	0	0.0	-				-										
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11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C		0	0.0	0	0	0	0	0.0	0	
12 Semi-Skilled Manual	2016	0	0	0.0	0.0	0	0	0.0															
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BMC Software Canada, Inc.
Part 7: Results - Members of Visible N
Federal Contractors Program Achievement Report

F	ederal Contractors Program Achievement Report	
	Part 8: Reasonable Efforts	
	BMC Software Canada, Inc.	
	[Date: YYYY-MM-DD]	

Efforts

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

Requi	red measures:
	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
	Adjusted survey results to reflect hires, promotions and terminations.
3,0	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):
Onor	rational Contaxt
_	rational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance
assess	
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).			
	Other.			
Addit	tional Details			
Please p	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 WFIMS

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	
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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				
Emp	ployment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(+3		
			years)	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			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(+3		
			years)	years)		
#	Description	#	# or %	# or %	%	%
01/	Managors	-1	4.3	4.3	0.0	4.3
02	Managers	_T	4.5	4.5	0.0	4.5
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				
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
(EEOG)		Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	# or %	# 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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish 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@hrsdc-rhdcc.gc.ca



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