

s.19(1)

s.24(1)

Labour Program
 Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Hewlett Packard Enterprise Canada Co.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Hewlett Packard Enterprise Canada (HPE)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 541510	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated
Total number of employees (Permanent Full-Time and/or Part-Time) 1200	

HEAD OFFICE			
Address (building number, street, suite, etc.) 5150 Spectrum Way	City Mississauga	Province ON	Postal Code L4W 5G2
Telephone Number +1 905-206-4725			

EMPLOYMENT EQUITY CONTACT		
Name (print) Sylvie Hay	Title HPE Canada Diversity and Inclusion Manager	
Telephone Number 1 289 4545481	E-mail Address sylvie.hay@hpe.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time and permanent part-time employees in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes) hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml :
Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY		
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.		
Name (print) Dianne Dowsett	Title Director, Human Resources	
Telephone Number 1 2894545174	E-mail Address dianne.dowsett@hpe.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Date (YYYY-MM-DD) 2016-10-18		

Privacy Notice: The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP). Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract. The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you. Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: http://www.infosource.gc.ca . <i>Info Source</i> may also be accessed online at any Service Canada Centre.
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RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca.



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) **Hewlett Packard Enterprise Canada Co.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **10000523**, 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) August 15, 2018 for the following reason(s):

(Please describe) **The organization went through 3 separations within the last 2 years and massive restructuring in 2017. The Canada team in charge of managing the FCP has been impacted as a result. HPE Canada is in the process of reinitializing the Self-Identification process and will be launching the survey in the next few weeks. Additional time to provide the requested data and reports will be greatly appreciated. Thank you in advance.**

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: **Sylvie Hay**

Position Title: **Human Resources Business Partner**

Email address: **sylvie.hay@hpe.com**

Telephone number: **289-454-3266**

Business address: **5150 Spectrum Way, Suite 400 Mississauga, ON L4W 5G2**

s.19(1)



Employment and
Social Development Canada

Emploi et
Développement social Canada

Signature: _____

Date: June 20, 2018

Workplace Equity Information Management System - Hewlett Packard Enterprise Canada Co.

Workforce Analysis - Detailed Report

Date: 2018-10-16

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	Belleville	3	0	0.0 %	27.4 %	1	-1	Belleville
02 : Middle and Other Managers	Belleville	95	25	26.3 %	38.9 %	37	-12	National
03 : Professionals		272	96	35.3 %	30.2 %	82	14	
1112 : Financial and investment analysts	Belleville	16	10	62.5 %	50.1 %	8	2	Belleville
1121 : Human resources professionals	Belleville	14	10	71.4 %	71.1 %	10	0	National
1122 : Professional occupations in business management consulting	Belleville	35	24	68.6 %	42.0 %	15	9	Belleville
1123 : Professional occupations in advertising, marketing and public relations	Belleville	11	7	63.6 %	66.4 %	7	0	National
2147 : Computer engineers (except software engineers and designers)	Belleville	13	1	7.7 %	12.6 %	2	-1	Belleville
2171 : Information systems analysts and consultants	Belleville	74	28	37.8 %	28.3 %	21	7	National
2173 : Software engineers and designers	Belleville	105	14	13.3 %	17.4 %	18	-4	Belleville
2175 : Web designers and developers	Belleville	2	1	50.0 %	32.9 %	1	0	National
4112 : Lawyers and Quebec notaries	Belleville	2	1	50.0 %	42.5 %	1	0	Belleville
04 : Semi-Professionals and Technicians		43	7	16.3 %	25.4 %	11	-4	
2282 : User support technicians	Alberta	5	1	20.0 %	26.7 %	1	0	Alberta
2282 : User support technicians	British Columbia	5	1	20.0 %	25.1 %	1	0	British Columbia
2282 : User support technicians	Manitoba	1	0	0.0 %	27.1 %	0	0	Manitoba
2282 : User support technicians	New Brunswick	2	0	0.0 %	33.0 %	1	-1	New Brunswick
2282 : User support technicians	Ontario	20	2	10.0 %	24.2 %	5	-3	Ontario
2282 : User support technicians	Québec	9	2	22.2 %	19.6 %	2	0	Québec
4211 : Paralegal and related occupations	Ontario	1	1	100.0 %	82.0 %	1	0	Ontario
05 : Supervisors		8	2	25.0 %	61.8 %	5	-3	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	64.7 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	2	1	50.0 %	64.7 %	1	0	B.C. less CMAs
Employment Equity Occupational Group	Ont. less CMAs	3	1	33.3 %	62.9 %	2	-1	Ont. less CMAs

Workplace Equity Information Management System - Hewlett Packard Enterprise Canada Co.

Workforce Analysis - Detailed Report

Date: 2018-10-16

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	58.8 %	1	-1	Que. less CMAs
Employment Equity Occupational Group	Toronto	1	0	0.0 %	53.0 %	1	-1	Toronto
07 : Administrative and Senior Clerical Personnel		9	8	88.9 %	86.4 %	8	0	
Employment Equity Occupational Group	Ont. less CMAs	6	5	83.3 %	87.1 %	5	0	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	2	100.0 %	87.5 %	2	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	1	1	100.0 %	80.1 %	1	0	Toronto
08 : Skilled Sales and Service Personnel		273	81	29.7 %	27.8 %	76	5	
6221 : Technical sales specialists - wholesale trade	Alberta	26	7	26.9 %	20.5 %	5	2	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	19	4	21.1 %	26.3 %	5	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	3	1	33.3 %	27.8 %	1	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	1	100.0 %	26.1 %	0	1	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	4	0	0.0 %	24.9 %	1	-1	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	184	59	32.1 %	28.7 %	53	6	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	36	9	25.0 %	29.1 %	10	-1	Québec
Total		703	219	31.2 %	31.2 %	220	-1	

Total may not equal sum of components due to rounding.

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

Workplace Equity Information Management System - Hewlett Packard Enterprise Canada Co.

Workforce Analysis - Detailed Report

Date: 2018-10-16

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	Belleville	3	0	0.0 %	2.9 %	0	0	Belleville
02 : Middle and Other Managers	Belleville	95	0	0.0 %	2.2 %	2	-2	National
03 : Professionals		272	0	0.0 %	1.1 %	3	-3	
1112 : Financial and investment analysts	Belleville	16	0	0.0 %	0.9 %	0	0	Belleville
1121 : Human resources professionals	Belleville	14	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	Belleville	35	0	0.0 %	1.6 %	1	-1	Belleville
1123 : Professional occupations in advertising, marketing and public relations	Belleville	11	0	0.0 %	2.1 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	Belleville	13	0	0.0 %	0.9 %	0	0	Belleville
2171 : Information systems analysts and consultants	Belleville	74	0	0.0 %	1.1 %	1	-1	National
2173 : Software engineers and designers	Belleville	105	0	0.0 %	0.6 %	1	-1	Belleville
2175 : Web designers and developers	Belleville	2	0	0.0 %	1.5 %	0	0	National
4112 : Lawyers and Quebec notaries	Belleville	2	0	0.0 %	1.6 %	0	0	Belleville
04 : Semi-Professionals and Technicians		43	0	0.0 %	2.0 %	1	-1	
2282 : User support technicians	Alberta	5	0	0.0 %	3.8 %	0	0	Alberta
2282 : User support technicians	British Columbia	5	0	0.0 %	1.8 %	0	0	British Columbia
2282 : User support technicians	Manitoba	1	0	0.0 %	4.9 %	0	0	Manitoba
2282 : User support technicians	New Brunswick	2	0	0.0 %	4.2 %	0	0	New Brunswick
2282 : User support technicians	Ontario	20	0	0.0 %	1.6 %	0	0	Ontario
2282 : User support technicians	Québec	9	0	0.0 %	1.3 %	0	0	Québec
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	1.5 %	0	0	Ontario
05 : Supervisors		8	0	0.0 %	5.2 %	0	0	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	6.5 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	2	0	0.0 %	8.4 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Ont. less CMAs	3	0	0.0 %	4.9 %	0	0	Ont. less CMAs

Workplace Equity Information Management System - Hewlett Packard Enterprise Canada Co.

Workforce Analysis - Detailed Report

Date: 2018-10-16

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	2.8 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	1	0	0.0 %	1.0 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		9	0	0.0 %	3.5 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	6	0	0.0 %	4.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	2.9 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		273	0	0.0 %	1.2 %	3	-3	
6221 : Technical sales specialists - wholesale trade	Alberta	26	0	0.0 %	2.0 %	1	-1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	19	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	3	0	0.0 %	6.3 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	4	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	184	0	0.0 %	1.0 %	2	-2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	36	0	0.0 %	1.0 %	0	0	Québec
Total		703	0	0.0 %	1.4 %	9	-9	

Total may not equal sum of components due to rounding.

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

Workplace Equity Information Management System - Hewlett Packard Enterprise Canada Co.

Workforce Analysis - Detailed Report

Date: 2018-10-16

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap	
			#	%	%	#	#	
01 : Senior Managers	Belleville	3	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	Belleville	95	0	0.0 %	15.0 %	14	-14	Belleville
03 : Professionals		272	0	0.0 %	32.5 %	88	-88	
1112 : Financial and investment analysts	Belleville	16	0	0.0 %	35.4 %	6	-6	National
1121 : Human resources professionals	Belleville	14	0	0.0 %	14.1 %	2	-2	Belleville
1122 : Professional occupations in business management consulting	Belleville	35	0	0.0 %	21.6 %	8	-8	Belleville
1123 : Professional occupations in advertising, marketing and public relations	Belleville	11	0	0.0 %	16.9 %	2	-2	National
2147 : Computer engineers (except software engineers and designers)	Belleville	13	0	0.0 %	38.2 %	5	-5	Belleville
2171 : Information systems analysts and consultants	Belleville	74	0	0.0 %	31.4 %	23	-23	National
2173 : Software engineers and designers	Belleville	105	0	0.0 %	40.5 %	43	-43	Belleville
2175 : Web designers and developers	Belleville	2	0	0.0 %	22.8 %	0	0	National
4112 : Lawyers and Quebec notaries	Belleville	2	0	0.0 %	12.5 %	0	0	Belleville
04 : Semi-Professionals and Technicians		43	0	0.0 %	28.6 %	12	-12	
2282 : User support technicians	Alberta	5	0	0.0 %	28.2 %	1	-1	Alberta
2282 : User support technicians	British Columbia	5	0	0.0 %	32.5 %	2	-2	British Columbia
2282 : User support technicians	Manitoba	1	0	0.0 %	17.3 %	0	0	Manitoba
2282 : User support technicians	New Brunswick	2	0	0.0 %	3.0 %	0	0	New Brunswick
2282 : User support technicians	Ontario	20	0	0.0 %	35.9 %	7	-7	Ontario
2282 : User support technicians	Québec	9	0	0.0 %	18.2 %	2	-2	Québec
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	22.3 %	0	0	Ontario
05 : Supervisors		8	0	0.0 %	9.3 %	1	-1	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	11.9 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	2	0	0.0 %	5.2 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Ont. less CMAs	3	0	0.0 %	1.9 %	0	0	Ont. less CMAs

Workplace Equity Information Management System - Hewlett Packard Enterprise Canada Co.

Workforce Analysis - Detailed Report

Date: 2018-10-16

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	Availability %	Availability #			
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	0.7 %	0	Que. less CMAs	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	45.8 %	0	Toronto	
07 : Administrative and Senior Clerical Personnel		9	0	0.0 %	5.3 %	0		
Employment Equity Occupational Group	Ont. less CMAs	6	0	0.0 %	1.6 %	0	Ont. less CMAs	
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	0.6 %	0	Que. less CMAs	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	37.3 %	0	Toronto	
08 : Skilled Sales and Service Personnel		273	0	0.0 %	18.0 %	49	-49	
6221 : Technical sales specialists - wholesale trade	Alberta	26	0	0.0 %	11.3 %	3	-3	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	19	0	0.0 %	24.7 %	5	-5	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	3	0	0.0 %	7.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	4	0	0.0 %	2.7 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	184	0	0.0 %	20.8 %	38	-38	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	36	0	0.0 %	8.5 %	3	-3	Québec
Total		703	0	0.0 %	23.6 %	164	-164	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Hewlett Packard Enterprise Canada Co.

Workforce Analysis - Detailed Report

Date: 2018-10-16

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
01/02 : Managers	Belleville	98	0	0.0 %	4.3 %	4	-4	Belleville
03 : Professionals	Belleville	272	2	0.7 %	3.8 %	10	-8	Belleville
04 : Semi-Professionals and Technicians	Belleville	43	0	0.0 %	4.6 %	2	-2	National
05 : Supervisors	Belleville	8	0	0.0 %	13.9 %	1	-1	Belleville
07 : Administrative and Senior Clerical Personnel	Belleville	9	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	Belleville	273	3	1.1 %	3.5 %	10	-7	Belleville
Total		703	5	0.7 %	3.9 %	27	-22	

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: 2018-10-16

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-10-16

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
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National



Workplace Equity Information Management System - Hewlett Packard Enterprise Canada Co.

Workforce Analysis - Summary Report

Date: 2018-10-16

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	3	0	0.0 %	27.4 %	1	-1
02 : Middle and Other Managers	95	25	26.3 %	38.9 %	37	-12
03 : Professionals	272	96	35.3 %	30.2 %	82	14
04 : Semi-Professionals and Technicians	43	7	16.3 %	25.4 %	11	-4
05 : Supervisors	8	2	25.0 %	61.8 %	5	-3
07 : Administrative and Senior Clerical Personnel	9	8	88.9 %	86.4 %	8	0
08 : Skilled Sales and Service Personnel	273	81	29.7 %	27.8 %	76	5
Total	703	219	31.2 %	31.2 %	220	-1

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-10-16

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	3	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	95	0	0.0 %	2.2 %	2	-2
03 : Professionals	272	0	0.0 %	1.1 %	3	-3
04 : Semi-Professionals and Technicians	43	0	0.0 %	2.0 %	1	-1
05 : Supervisors	8	0	0.0 %	5.2 %	0	0
07 : Administrative and Senior Clerical Personnel	9	0	0.0 %	3.5 %	0	0
08 : Skilled Sales and Service Personnel	273	0	0.0 %	1.2 %	3	-3
Total	703	0	0.0 %	1.4 %	9	-9

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-10-16

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	3	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	95	0	0.0 %	15.0 %	14	-14
03 : Professionals	272	0	0.0 %	32.5 %	88	-88
04 : Semi-Professionals and Technicians	43	0	0.0 %	28.6 %	12	-12
05 : Supervisors	8	0	0.0 %	9.3 %	1	-1
07 : Administrative and Senior Clerical Personnel	9	0	0.0 %	5.3 %	0	0
08 : Skilled Sales and Service Personnel	273	0	0.0 %	18.0 %	49	-49
Total	703	0	0.0 %	23.6 %	164	-164

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Hewlett Packard Enterprise Canada Co.

Workforce Analysis - Summary Report

Date: 2018-10-16

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	98	0	0.0 %	4.3 %	4	-4
03 : Professionals	272	2	0.7 %	3.8 %	10	-8
04 : Semi-Professionals and Technicians	43	0	0.0 %	4.6 %	2	-2
05 : Supervisors	8	0	0.0 %	13.9 %	1	-1
07 : Administrative and Senior Clerical Personnel	9	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	273	3	1.1 %	3.5 %	10	-7
Total	703	5	0.7 %	3.9 %	27	-22

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-10-16

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-10-16

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
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2018	10	05

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Women	
		Representation	Availability*
	#	#	%
	01 Senior Managers	3	0
02 Middle & Other Managers	95	25	38.9
03 Professionals	272	96	30.2
04 Semi-Professionals & Technicians	43	7	25.4
05 Supervisors	8	2	61.8
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	9	8	86.4
08 Skilled Sales & Service Personnel	273	81	27.8
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	0	0	0.0
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	703	219	31.2

*** Source:**

Table 5: Women

Subsequent/Current Workforce Analysis

All Employees	Women	
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

*** Source:**

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2018	10	05

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
0	0	0

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Aboriginal Peoples	
		Representation	Availability*
		#	%
01 Senior Managers	3	0	2.9
02 Middle & Other Managers	95	0	2.2
03 Professionals	272	0	1.1
04 Semi-Professionals & Technicians	43	0	2.0
05 Supervisors	8	0	5.2
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	9	0	3.5
08 Skilled Sales & Service Personnel	273	0	1.2
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	0	0	0.0
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	703	0	1.4

* Source:
0

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Aboriginal Peoples	
		Representation	Availability*
		#	%
01 Senior Managers	0	0	0.0
02 Middle & Other Managers	0	0	0.0
03 Professionals	0	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	0	0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	0	0	0.0
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	0	0	0.0

* Source:
0

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2018	10	05

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
0	0	0

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		Members of Visible Minorities		
		#	Representation		Availability*	
			#	#	%	
01	Senior Managers	3	0	10.1		
02	Middle & Other Managers	95	0	15.0		
03	Professionals	272	0	32.5		
04	Semi-Professionals & Technicians	43	0	28.6		
05	Supervisors	8	0	9.3		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	9	0	5.3		
08	Skilled Sales & Service Personnel	273	0	18.0		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	0	0	0.0		
11	Intermediate Sales & Service Personnel	0	0	0.0		
12	Semi-Skilled Manual Workers	0	0	0.0		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	0	0	0.0		
Total		703	0	23.6		

* Source:
0

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		Members of Visible Minorities		
		#	Representation		Availability*	
			#	#	%	
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		
		0	0	0.0		

* Source:
0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Start Date of Flow Data		
YYYY	MM	DD

End Date of Flow Data		
YYYY	MM	DD

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				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		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	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	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
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	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	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	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
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	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	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	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
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	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	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	0	0	0	0

↓ ↓ ↓ ↓

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	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	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	0	0	0	0

↓ ↓ ↓ ↓

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	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	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	0	0	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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 Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 1: Women

Employment Equity Occupational Group (EOG)	All Employees										First/Previous Short-term Goals										Women			
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years					
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY											
	2018-10-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-05	Annually	Over 3 Years	2018	2021												
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%						
01 Senior Managers	3	-100.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	1	0	27.4%	27.4%	-1	-1	0.0%	0.0%					
02 Middle & Other Managers	95	-100.0%	1.0%	3	0.0%	1.0%	3	6	25	1.0%	1	14	2	38.9%	38.9%	-12	-12	26.3%	26.5%					
03 Professionals	272	-100.0%	0.0%	0	0.0%	0.0%	0	0	96	0.0%	0	-14	0	30.2%	30.2%	14	14	35.3%	35.3%					
04 Semi-Professionals & Tech	43	-100.0%	1.0%	1	0.0%	1.0%	1	2	7	1.0%	0	4	1	25.4%	25.4%	-4	-3	16.3%	18.2%					
05 Supervisors	8	-100.0%	1.0%	0	0.0%	1.0%	0	0	2	1.0%	0	3	0	50.0%	61.8%	-3	-3	25.0%	25.0%					
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
07 Administrative & Sr Clerical	9	-100.0%	0.0%	0	0.0%	0.0%	0	0	8	0.0%	0	0	0	86.4%	86.4%	0	0	88.9%	88.9%					
08 Skilled Sales & Service	273	-100.0%	0.0%	0	0.0%	0.0%	0	0	81	0.0%	0	-5	0	27.8%	27.8%	5	5	29.7%	29.7%					
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
10 Clerical Personnel	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
Total	703	-100.0%	1.0%	21	0.0%	1.0%	21	42	219	1.0%	7	14	0	31.2%	31.2%	0	-14	31.2%	29.3%					

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	27.4		27.4	
02 Middle & Other Managers	2	38.9		38.9	
03 Professionals	0	0.0		0.0	
04 Semi-Professionals & Tech	1	25.4		25.4	
05 Supervisors	0	50.0		50.0	
06 Supervisors: Crafts & Trades	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	

Federal Contractors Program Achievement Report

Part 3: Goals

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

14	Other Manual Workers	0	0.0		
Total		3	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Data for First/Previous Goals

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

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

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years					
	2018-10-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-05	Annually	Over 3 Years	2018	2021							
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%	
01 Senior Managers	3	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	95	-100.0%	1.0%	3	0.0%	1.0%	3	6	0	1.0%	0	2	0	2.2%	-2	-2	0.0%	0.0%	
03 Professionals	272	-100.0%	1.0%	8	0.0%	1.0%	8	16	0	1.0%	0	3	0	1.1%	-3	-3	0.0%	0.0%	
04 Semi-Professionals & Tech	43	-100.0%	1.0%	1	0.0%	1.0%	1	2	0	1.0%	0	1	0	2.0%	-1	-1	0.0%	0.0%	
05 Supervisors	8	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	5.2%	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	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	9	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	3.5%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	273	-100.0%	1.0%	8	0.0%	1.0%	8	16	0	1.0%	0	3	0	1.2%	-3	-3	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	#DIV/0!	#DIV/0!	
10 Clerical Personnel	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#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	#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	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	703	-100.0%		0	0.0%		0	0	0	0.0%	0	10	0	1.4%	-10	-10	0.0%	0.0%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0			
02 Middle & Other Managers	0	2.2		2.2	
03 Professionals	0	1.1		1.1	
04 Semi-Professionals & Tech	0	2.0		2.0	
05 Supervisors	0	0.0			
06 Supervisors: Crafts & Trades	0	0.0			
07 Administrative & Sr Clerical	0	0.0			
08 Skilled Sales & Service	0	1.2		1.2	
09 Skilled Crafts & Trades	0	0.0			
10 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			

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Part 3: Goals

Hewlett Packard Enterprise Canada Co

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14	Other Manual Workers	0	0.0			
Total		0	0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)		All Employees																		
		First/Previous Short-term Goals																	Persons with Disabilities	
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		From - To	Present Availability					
		2018-10-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-05	Annually	Over 3 Years	2018	2021	2018	2021	2018	2021	2018	2021	2018
#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%		
01/02	Managers	98	-100.0%	1.0%	3	0.0%	1.0%	3	6	0	1.0%	0	4	0	4.3%	4.3%	-4	-4	0.0%	0.0%
03	Professionals	272	-100.0%	1.0%	8	0.0%	1.0%	8	16	2	1.0%	0	9	1	3.8%	3.8%	-8	-8	0.7%	1.1%
04	Semi-Professionals & Tech	43	-100.0%	1.0%	1	0.0%	1.0%	1	2	0	1.0%	0	2	0	4.6%	4.6%	-2	-2	0.0%	0.0%
05	Supervisors	8	-100.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	1	0	13.9%	13.9%	-1	-1	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	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	9	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	3.4%	3.4%	0	0	0.0%	0.0%
08	Skilled Sales & Service	273	-100.0%	1.0%	8	0.0%	1.0%	8	16	3	1.0%	0	7	1	3.5%	3.5%	-7	-6	1.1%	1.4%
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		703	-100.0%	1.0%	21	0.0%		0	21	5	0.0%	0	23	0		3.9%	-22	-23	0.7%	0.7%

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	0	4.3		4.3	
03	Professionals	1	3.8		3.8	
04	Semi-Professionals & Tech	0	4.6		4.6	
05	Supervisors	0	13.9		13.9	
06	Supervisors: Crafts & Trades	0	0.0			
07	Administrative & Sr Clerical	0	0.0			
08	Skilled Sales & Service	1	3.5		3.5	
09	Skilled Crafts & Trades	0	0.0			
10	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		2	0.0			

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Date: 2018-10-16

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 Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	All Employees																		
	First/Previous Short-term Goals																		
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		From - To	Present Availability					
	2018-10-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-05	Annually	Over 3 Years	2018	2021	2018	2021	2018	2021	2018	2021	
#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	3	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	95	-100.0%	1.0%	3	0.0%	1.0%	3	6	0	1.0%	0	15	1	15.0%	15.0%	-14	-14	0.0%	1.0%
03 Professionals	272	-100.0%	1.0%	8	0.0%	1.0%	8	16	0	1.0%	0	91	5	32.5%	32.5%	-88	-86	0.0%	1.8%
04 Semi-Professionals & Tech	43	-100.0%	1.0%	1	0.0%	1.0%	1	2	0	1.0%	0	13	1	28.6%	28.6%	-12	-12	0.0%	2.3%
05 Supervisors	8	-100.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	1	0	9.3%	9.3%	-1	-1	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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	9	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	5.3%	5.3%	0	0	0.0%	0.0%
08 Skilled Sales & Service	273	-100.0%	1.0%	8	0.0%	1.0%	8	16	0	1.0%	0	51	3	18.0%	18.0%	-49	-48	0.0%	1.1%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	703	-100.0%	1.0%	21	0.0%	0.0%	0	21	0	0.0%	0	171	0	23.6%	23.6%	-166	-171	0.0%	0.0%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/2} - 1) x 100.

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0			
02 Middle & Other Managers	1	15.0		15.0	
03 Professionals	5	32.5		32.5	
04 Semi-Professionals & Tech	1	28.6		28.6	
05 Supervisors	0	9.3		9.3	
06 Supervisors: Crafts & Trades	0	0.0			
07 Administrative & Sr Clerical	0	0.0			
08 Skilled Sales & Service	3	18.0		18.0	
09 Skilled Crafts & Trades	0	0.0			
10 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			

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14	Other Manual Workers	0	0.0			
Total		0	0.0			

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Part 3: Goals

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EOG)	All Employees												Subsequent/Current Short-term Goals							Women	
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	From - To						From - To	
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	0	3	%	#	#	%	%			
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%		
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		

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

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

Workforce Analysis) ÷ 2) x 100.

Table 10: Women

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
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	0.0	0.0	
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	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Total		0.0		0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	From - To						YYYY - YYYY
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	--	Annually	Over 3 Years	#	0	3	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		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	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		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	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

§ Workforce Analysis) ÷ 2) x 100.

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
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	0.0	0.0	
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	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Hewlett Packard Enterprise Canada Co

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Total		0.0		0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Subsequent/Current Short-term Goals														Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		All Employees							Persons with Disabilities											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals						
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Over 3 Years			Over 3 Years	Over 3 Years		From - To	From - To					
		--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	--	Annually	Over 3 Years	#	0	3					
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%						
01/02	Managers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03	Professionals	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04	Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05	Supervisors	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08	Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total		0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	20.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01/02	Managers		0.0		0.0	
03	Professionals		0.0		0.0	
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		0.0		0.0	
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		0.0		0.0	
14	Other Manual Workers		0.0		0.0	
Total			0.0		0.0	

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Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	From - To					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	0	3	%	%	%	#	#	%
#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

‡ Workforce Analysis) ÷ 2) x 100.

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
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	0.0	0.0	
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	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	#	#		
01 Senior Managers	2018	3	0	0.0	27.4	1	-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
02 Middle & Other Managers	2018	95	25	26.3	38.9	37	-12	67.6																
	0	0	0	0.0	0.0	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	2018	272	96	35.3	30.2	82	14	116.9																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
04 Semi-Professionals & Technicians	2018	43	7	16.3	25.4	11	-4	64.1																
	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
05 Supervisors	2018	8	2	25.0	61.8	5	-3	40.5																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			All Employees	Women			All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	0	0	0	0.0	0	0.0	27.4	0.0	0	0.0	27.4	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	2	0.0	38.9	0.0	0	0.0	38.9	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	1	0.0	25.4	0.0	0	0.0	25.4	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	0	0.0	50.0	0.0	0	0.0	50.0	0.0		
	3	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		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2018	9	8	88.9	86.4	8	0	102.9	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2018	273	81	29.7	27.8	76	5	106.7	0	0	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	0	0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments		
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women		Women		Women		Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		3	0	0	0.0			0	0.0			0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		3	0	0	0.0			0	0.0			0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		3	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	
		3	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	0.0	0	0.0	
		3	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	0.0	0	0.0	
		3	0	0	0.0			0	0.0			0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
	0	0	0	0.0	0.0	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	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
Total	2018	703	219	31.2	31.2	219	0	99.8																	
	0	0	0	0.0	0.0	0	0	0.0																	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments	
		Flow Data				Short-term Goals				Long-term Goals					
		All Employees	Women			All Employees	Women				All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	3	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			
	3	0	0	0.0			0.0	0.0			0.0	0.0			
Total	0	0	0	0.0	3	0.0	0.0	0.0	0	0.0	0.0	0.0			
	3	0	0	0.0			0.0	0.0			0.0	0.0			

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2018	3	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	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2018	95	0	0.0	2.2	2	-2	0.0																	
	0	0	0	0.0	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	2018	272	0	0.0	1.1	3	-3	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2018	43	0	0.0	2.0	1	-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
05 Supervisors	2018	8	0	0.0	5.2	0	0	0.0																	
	0	0	0	0.0	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	2018	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	0	0.0	2.2	0.0	0	0.0	2.2	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	1.1	0.0	0	0.0	1.1	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	2.0	0.0	0	0.0	2.0	0.0		
	3	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		
	3	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		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples					All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07	Administrative & Senior Clerical	2018	9	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
08	Skilled Sales & Service Personnel	2018	273	0	0.0	1.2	3	-3	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	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	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	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	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	#	%	%		
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	1.2	0.0	0	0.0	1.2	0.0	
09	Skilled Crafts & Trades Workers	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	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	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	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions					Terminations				
		All Employees	Aboriginal Peoples				EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	Gap	Actual			Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference								
#	#	%	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0		
	0	0	0	0.0	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	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0		
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0		
Total	2018	703	0	0.0	1.4	10	-10	0.0																		
	0	0	0	0.0	0.0	0	0	0.0																		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	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		
	3	0	0	0.0			0.0	0.0				0.0		
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01&02 Managers	2018	98	0	0.0	4.3	4	-4	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2018	272	2	0.7	3.8	10	-8	19.3																	
	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
04 Semi-Professionals & Technicians	2018	43	0	0.0	4.6	2	-2	0.0																	
	0	0	0	0.0	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	2018	8	0	0.0	13.9	1	-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
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities										
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%			
01&02 Managers	0	0	0	0.0	0	0.0	4.3	0.0	0	0.0	4.3	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	1	0.0	3.8	0.0	0	0.0	3.8	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	4.6	0.0	0	0.0	4.6	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	0	0.0	13.9	0.0	0	0.0	13.9	0.0		
	3	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		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference								
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2018	9	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
08	Skilled Sales & Service Personnel	2018	273	3	1.1	3.5	10	-7	31.4	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	0	0	0	0	0	0	0	0	0
10	Clerical Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Intermediate Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments									
		Flow Data		Short-term Goals				Long-term Goals															
		All Employees	Persons with Disabilities	Persons with Disabilities								Persons with Disabilities											
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
#	#	%	%	%	%	%	%	%	%	%	%												
07	Administrative & Senior Clerical	0	0	0	0	0.0	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	0	0	0	0	0.0	1	0.0	3.5	0.0	0	0.0	3.5	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09	Skilled Crafts & Trades 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	
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 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	
12	Semi-Skilled 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	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions					Terminations				
		All Employees	Persons with Disabilities									All Employees	Persons with Disabilities				All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
13	Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	
		0	0	0	0.0	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	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	
		0	0	0	0.0	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		2018	703	5	0.7	3.9	27	-22	18.2		0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	
		0	0	0	0.0	20.0	0	0	0.0		0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13	Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	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	
		3	0	0	0.0									
Total		0	0	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0									

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2018	3	0	0.0	10.1	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
02 Middle & Other Managers	2018	95	0	0.0	15.0	14	-14	0.0																	
	0	0	0	0.0	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	2018	272	0	0.0	32.5	88	-88	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2018	43	0	0.0	28.6	12	-12	0.0																	
	0	0	0	0.0	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	2018	8	0	0.0	9.3	1	-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
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments				
		Flow Data				Short-term Goals				Long-term Goals								
		All Employees	Visible Minorities			Goal	Visible Minorities			Goal	Visible Minorities				Goal	Visible Minorities		
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met			Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%			
01 Senior Managers	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0					
02 Middle & Other Managers	0	0	0	0.0	1	0.0	15.0	0.0	0	0.0	15.0	0.0	0	0.0	15.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0					
03 Professionals	0	0	0	0.0	5	0.0	32.5	0.0	0	0.0	32.5	0.0	0	0.0	32.5	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0					
04 Semi-Professionals & Technicians	0	0	0	0.0	1	0.0	28.6	0.0	0	0.0	28.6	0.0	0	0.0	28.6	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0					
05 Supervisors	0	0	0	0.0	0	0.0	9.3	0.0	0	0.0	9.3	0.0	0	0.0	9.3	0.0		
	3	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		
	3	0	0	0.0			0.0	0.0				0.0	0.0					

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities				EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	Actual			Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	%	#	#	%	#	#	%	#	%	#	#	%	#	%	#	#	%	#	#		
07	Administrative & Senior Clerical	2018	9	0	0.0	5.3	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	2018	273	0	0.0	18.0	49	-49	0.0	0	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	0	0	0	0	0	0	0	0	0	0
10	Clerical Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Intermediate Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments							
		Flow Data				Short-term Goals				Long-term Goals											
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities											
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met										
#	#	%	%	#	%	%	#	%	%	#	%	%									
07	Administrative & Senior Clerical	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	0	0	0	0	3	0.0	18.0	0.0	0	0	0.0	18.0	0.0	0	0	0.0	0	0	0.0	
09	Skilled Crafts & Trades 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	
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	
11	Intermediate Sales & Service 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	
12	Semi-Skilled 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	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Hewlett Packard Enterprise Canada Co

Date: 2018-10-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13	Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0.0	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	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0
Total		2018	703	0	0.0	23.6	166	-166	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
13	Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	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	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
Total		0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Hewlett Packard Enterprise Canada Co
Date: 2018-10-16

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).

[Redacted area]

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

[Redacted area]

- Other.

[Redacted area]

Additional Details

Please provide any additional information (optional):

[Redacted area]

Canada Employment Equity Survey Tool

[Employment Equity Survey](#) [Employment Equity Survey History](#)

Canada Employment Equity Survey History

This page shows your previous response to the survey. If you would like to change your response, please click the "Retake Survey" button. [Retake Survey](#)

Employee ID : Employee Name : Jennifer Johnston Last Survey Taken On : 8/15/2016 2:21:42 PM

A person can self-identify as a member of more than one designated group.

1. Aboriginal Peoples

For the purpose of employment equity, 'aboriginal peoples' means persons who are Indian, Inuit or Métis.

Based on this definition, **are you an Aboriginal?**

Yes No

2. Visible Minorities

For the purpose of employment equity, 'member of visible minorities' means persons, other than aboriginal peoples, who are non-Caucasian in race or non-white in color.

Based on this definition, **are you a visible minority?**

Yes No

3. Person With Disabilities

For the purpose of employment equity, 'person with disabilities' means persons who have a long term or recurring physical, mental, sensory, psychiatric or learning impairment and who:

- Consider themselves to be disadvantaged in employment by reason of that impairment, or;
- Believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and includes person whose functional limitation owing to their impairment have been accommodated in their current job or workplace.

Based on this definition, **are you a person with a disability?**

Yes No

4. Gender

Please specify your Gender

Please note: You have an option to pick "undeclared" if you do not identify yourself as being either male or female.

Male Female Undeclared

I do not wish to answer above questions.

*** This page shows your previous response to the survey. If you would like to change your response, please click the "Retake Survey" button at the top of this page.**

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Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Hewlett Packard Enterprise Canada Co.

Primary Location: Mississauga (Ontario)

Number of Employees: 703

Organization Overview:

NAICS 5415 – Computer Systems Design and Related Services

Hewlett-Packard (Canada) Co. provides computing solutions for commercial and residential use. The company's line of business includes the retail sale of computers, computer peripheral equipment, and software.

Key Dates – First Year Assessment

Initiated: 2018-07-01

Received: 2018-10-22

Workforce Analysis: 2018-10-16

COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of employees the questionnaire was sent to:	703	100
Number of questionnaires returned:	703	100
Number of completed questionnaires returned:	703	100

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- The questionnaire indicates that employees can update or change information about themselves at any time

Observations: None

WORKFORCE ANALYSIS & GOAL SETTING

- The workforce analysis was done using WEIMS.
- The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- The organization appears to have properly coded its positions using the 2011 National Occupational Classification (NOC).
- The organization has set a goal for every designated group in every occupational group where a gap was identified.
- The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

Observations: None

SUMMARY OF GOALS**Women**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 more)	%
01	Senior Managers	-1	27.4	27.4	0.0	27.4
02	Middle & Other Managers	12	38.9	38.9	26.3	38.9
04	Semi-Professionals & Technicians	-4	25.4	25.4	16.3	25.4
05	Supervisors	-3	50.0	50.0	25.0	61.8

Observations: None

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 more)	%
02	Middle & Other Managers	-2	2.2	2.2	0.0	2.2
03	Professionals	-3	1.1	1.1	0.0	1.1
04	Semi-Professionals & Technicians	-1	2.0	2.0	0.0	2.0
08	Skilled Sales & Service Personnel	-3	1.2	1.2	0.0	1.2

Observations:

- There are no Aboriginal peoples employed in the organization.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 more)	%
02	Middle & Other Managers	-14	15.0	15.0	0.0	15.0
03	Professionals	-88	32.5	32.5	0.0	32.5
04	Semi-Professionals & Technicians	-12	28.6	28.6	0.0	28.6
05	Supervisors	-1	9.3	9.3	0.0	9.3
08	Skilled Sales & Service Personnel	-49	18.0	18.0	0.0	18.0

Observations:

- There are no members of visible minorities employed in the organization.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		

#	Description	#	(1 to 3	(+3	%	%
			years)	more)		
1/2	Managers	-4	4.3	4.3	0.0	4.3
03	Professionals	-8	3.8	3.8	0.7	3.8
04	Semi-Professionals & Technicians	-2	4.6	4.6	0.0	4.6
05	Supervisors	-1	13.9	13.9	0.0	13.9
08	Skilled Sales & Service Personnel	-7	3.5	3.5	1.1	3.5

Observations: None

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, considering their unique circumstances, I recommend the closing letter include the following:

- Étant donné qu'il n'y a aucune représentation d'Autochtone et de minorités visibles, et vue la sous-représentation des personnes handicapées, nous recommandons que Hewlett Packard Enterprise Canada Co. se concentre sur les premières étapes du processus de recrutement afin de s'assurer qu'il n'existe aucun obstacle empêchant les membres des groupes désignés d'obtenir un emploi au sein de l'organisation.
- Hewlett Packard Enterprise Canada Co. pourrait envisager de procéder à une étude des systèmes d'emploi afin d'identifier les obstacles au recrutement et à la rétention d'employés appartenant aux groupes désignés. Des conseils sur la conduite d'une étude des systèmes d'emploi sont disponibles sur la page d'aide du Système de gestion de l'information sur l'équité en milieu de travail (Étape 2-2 des modules de formation). La conduite d'une étude des systèmes d'emploi devrait aider l'organisation à atteindre ses nouveaux objectifs en identifiant et en éliminant les obstacles susceptibles d'empêcher la réalisation d'une représentation pleine et entière des groupes désignés au sein de son effectif.
- Nous vous encourageons à mettre en place des mesures spéciales pour assurer la réalisation de vos objectifs et augmenter la représentation des membres des groupes désignés. Il pourrait par exemple être avantageux pour votre organisation de développer des relations avec les universités et les collèges pour identifier les étudiants qualifiés faisant partie des groupes désignés en tant qu'employés potentiels par le biais de stages ou d'emplois permanents en cas de vacance.

Name of Analyst: Maurice N. Yakibonge

Date: 2018-11-06

Nyirasafari, Ange AN [NC]

From: Yakibonge, Maurice [NC] on behalf of EE-EME
Sent: November 16, 2018 8:03 AM
To: 'sylvie.hay@hpe.com'
Cc: 'jennifer.johnston@hpe.com'; 'renata.hogan-sullivan@hpe.com'
Subject: Government of Canada Agreement Number: 10000523 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Sylvie Hay:

I am writing to inform you that the compliance assessment initiated on July 1st, 2018 has been completed. As a result of the assessment, Hewlett Packard Enterprise Canada Co. 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 initial assessment was to verify that your organization has taken steps to achieve employment equity by surveying its workforce, conducting a workforce analysis and setting hiring and promotion goals where gaps in the representation of the designated groups were identified.

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of Hewlett Packard Enterprise Canada Co.'s employment equity program.

- Since there is no representation of Aboriginal peoples and of visible minorities, and given the under-representation of persons with disabilities, we recommend that Hewlett Packard Enterprise Canada Co. focus on the early stages of the recruitment process to ensure that there are no barriers in place which are preventing designated group members from obtaining employment with the organization.
- Hewlett Packard Enterprise Canada Co. may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and the retention of designated groups. Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page (Step 2-2 of the training modules). Conducting an employment systems review should assist the organization to achieve its new goals by identifying and eliminating barriers that may prevent full representation of designated groups in its workforce.
- We encourage you to put in place special measures to ensure that your goals are met and to increase the representation of designated group members. It may be beneficial for your organization to develop relationships with universities and colleges to identify qualified designated group students as potential employees for internships or for permanent employment where vacancies arise.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on July 1st, 2021. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When Hewlett Packard Enterprise Canada Co. is notified of a subsequent assessment, the following information will be required:

- Workforce data (Form 1 to 6) at the national level.
- A current workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any remaining 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 reasonable progress has not been made, Hewlett Packard Enterprise Canada Co. 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.

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement Report, as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Maurice Yakibonge at maurice.yakibonge@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Hewlett Packard Enterprise Canada Co. continued success in achieving a diverse and inclusive workplace.

Workplace Equity Team

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



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

Nyirasafari, Ange AN [NC]

From: Johnston, Jennifer <jennifer.johnston@hpe.com>
Sent: October 22, 2018 12:27 PM
To: EE-EME
Cc: Johnston, Jennifer
Subject: HPE Canada Co - FCP - 1st Assessment - #10000523
Attachments: EE-Home Page.pdf; EE- Survey.pdf; WorkforceAnalysisSummary.pdf; WA_DetailedReport.pdf; HPE Canada Co - AchievementReport.xlsx

Categories: Maurice Responding

Good Morning,

Attached is a copy of Hewlett Packard Canada Co. (#10000523) 1st Compliance Assessment. Included in this email:

- Workforce survey and instruction home page
- # self-identification questionnaires sent out to employees – 703
- Total # of questionnaires returned – 703
- # of fully completed self-identification questionnaires – 703
- Workforce Analysis & Detailed Report
- Achievement Report

Let me know if you have any questions.

Cheers,
Jennifer

Jennifer Johnston, CHRP
HR Consultant
North America Field HR
jennifer.johnston@hpe.com
+1 289 454 3385

5150 Spectrum Way, Suite 400
Mississauga, ON L4W 5G2


Hewlett Packard
Enterprise

From: Johnston, Jennifer
Sent: Monday, October 22, 2018 10:17 AM
To: maurice.yakibonge@labour-travail.gc.ca
Cc: Johnston, Jennifer <jennifer.johnston@hpe.com>
Subject: RE: HPE Canada Co - FCP - 1st Assessment

Hi Maurice,

I hope you had a nice weekend.

Thank you for meeting with me on Friday regarding my 1st assessment. I was hoping you could take a quick look over my achievement report. I'm most concerned with the "Goals" tab – and columns E and F of Table 2, Table 4, Table 6, and Table 8.

Your help and guidance on this would be greatly appreciated.

Thank you,

Jennifer

From: maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>] **On Behalf Of** ee-eme@hrsdcc-rhdcc.gc.ca

Sent: Wednesday, October 17, 2018 3:10 PM

To: Johnston, Jennifer <jennifer.johnston@hpe.com>; ee-eme@hrsdcc-rhdcc.gc.ca

Subject: RE: HPE Canada Co - FCP - 1st Assessment

Good afternoon Jennifer,

My name is Maurice and I will be available on Friday October 9th to assist you with your 1st assessment.

I am available between from 7h30 to 3h00. Please let me know when would be the best time for you.

Thank you,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Johnston, Jennifer [<mailto:jennifer.johnston@hpe.com>]

Sent: October-15-18 11:20 AM

To: EE-EME

Cc: Johnston, Jennifer

Subject: RE: HPE Canada Co - FCP - 1st Assessment

Hi there,

I was working with Alicia Dobney in the past, and was hoping I could speak with someone regarding my 1st assessment submission that is due November 1.

I am at the half way mark of compiling my data into the acceptable form for WEIMS.

I looked at the achievement report and am a bit confused on how I calculate this data.

Do you have some availability to speak on Friday October 19th? My day is fairly open, so please advise a time that works best for you.

Thank you for your support,

Cheers,
Jennifer

Jennifer Johnston, CHRP
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North America Field HR
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+1 289 454 3385

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Mississauga, ON L4W 5G2



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From: alicia.dobney@labour-travail.gc.ca [<mailto:alicia.dobney@labour-travail.gc.ca>]
Sent: Wednesday, July 25, 2018 7:34 PM
To: Johnston, Jennifer <jennifer.johnston@hpe.com>
Subject: RE: HPE Canada Co - FCP - 1st Assessment

Thank you so much Jennifer. That is so kind to say and means a lot!

Looking forward to working with you to complete your assessment!!

A.

From: Johnston, Jennifer [<mailto:jennifer.johnston@hpe.com>]
Sent: July-25-18 3:20 PM
To: Dobney, Alicia A
Cc: Johnston, Jennifer
Subject: RE: HPE Canada Co - FCP - 1st Assessment

You are amazing Alicia! Thank you for your advice and input.
Much appreciated!

Thanks,

Jennifer

From: alicia.dobney@labour-travail.gc.ca [<mailto:alicia.dobney@labour-travail.gc.ca>]
Sent: Wednesday, July 25, 2018 3:06 PM
To: Johnston, Jennifer <jennifer.johnston@hpe.com>
Subject: RE: HPE Canada Co - FCP - 1st Assessment

Hi Jennifer,

Your extension request has been granted, and your new deadline date to submit your organizations 1st compliance assessment under the Federal Contractors Program is now November 1, 2018.

I will get back to you shortly regarding your Self-ID Questionnaire.

Thanks!

A.

From: Johnston, Jennifer [<mailto:jennifer.johnston@hpe.com>]
Sent: July-25-18 10:27 AM

To: Dobney, Alicia A
Cc: Johnston, Jennifer
Subject: HPE Canada Co - FCP - 1st Assessment

Hi Alicia,

Thank you for meeting with me today. I appreciate the information that you shared and am glad that I was able to learn more about the FCP. I look forward to working with you.

As per our call, I am attaching our Employment Equity Survey Home Page, as well as a copy of my survey.

I am also requesting an extension as discussed to ensure quality data is submitted.

Please let me know if you have any questions, comments or concerns.

Thank you,
Jennifer

Jennifer Johnston, CHRP
HR Consultant
North America Field HR

jennifer.johnston@hpe.com
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Mississauga, ON
hpe.com



Hewlett Packard
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