



Employment and
Social Development Canada

Emploi et
Développement social Canada

OFFICIAL USE ONLY

Agreement N°:

s.19(1)

s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Hitachi Data Systems Inc	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED] 80001
Organization's North American Industry Classification System (NAICS) Code N° 418990	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 117 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 11 King Street West Suite 1400	City Toronto	Province ON	Postal Code M5H 4C7
	Telephone Number 416 494 4114	Fax Number 416 494 1934	

EMPLOYMENT EQUITY CONTACT	
Name (print) Henrique Oswald	Title HR Business Partner
Telephone Number 512 666 5561	E-mail Address henrique.oswald@hds.com

CERTIFICATION
<p>The above-named organization:</p> <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). <p>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</p> <p>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.</p>

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) MARCEL ESCORCIO	Title REGIONAL VICE PRESIDENT AND GENERAL MANAGER
Telephone Number 416 [REDACTED]	E-mail Address marcel.escorcio@hds.com
Signature [REDACTED]	Date October 22 2014

RETURN INSTRUCTIONS
IMPORTANT
• The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8765 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca



APPLICATION FOR EXTENSION – COMPLIANCE ASSESSMENT

Federal Contractors Program

Contractors may apply for an extension where unforeseen circumstances interfere with the original due date for submitting documentation to complete a Compliance Assessment under the Federal Contractors Program.

PROCEDURE FOR THE EXTENSION

1. Contractors may apply for an extension in situations that are unforeseen and interfere with their submission deadline.
2. The Application for Extension must be signed by a senior manager of the corporation (i.e. CEO, owner, authorized manager).

Once completed, the form can be submitted by e-mail to: ee-emc@hrsdc-rhdcc.gc.ca

I, the undersigned, on behalf of Hitachi Data Systems Inc. #10000260

(NAME OF COMPANY and AGREEMENT TO IMPLEMENT
EMPLOYMENT EQUITY (AIEE) NUMBER)

Agree to the following statements:

1. I have the authority to sign on behalf of this company. My signature has the value of legally binding this company to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.

I am making the claim that Hitachi Data Systems is unable to submit the documentation for the Compliance Assessment within the deadline as required by the Federal Contractors Program. I am therefore requesting an extension until December 31, 2016 because of:

Additional time needed to analyze the workforce analysis results to identify short and long term goals to address the representation gap.

As a senior manager of the corporation, I hereby state that all these statements are correct to the best of my knowledge, and I am requesting an extension.

Date: October 12, 2016

Name: Reeve Swertfager Signature: 

Title: HR Business Partner Telephone Number: 630-544-8289

Email address: Reeve.Swertfager@hds.com

Address: 11 King Street West, Suite 1400

Toronto, Ontario M5H 4C7

Nyirasafari, Ange AN [NC]

From: Begg, Suzanne SV [NC]
Sent: October 24, 2016 9:55 AM
To: 'Reeve Swertfager'
Subject: RE: FP-FORM-WEDReportingExtension1stYearAsse.-20150902_rgs.doc
Attachments: FP-Form-WEDExtensionApplicationHitachiDataSystemsInc.-2016-10-24.pdf

Importance: High

Good morning,

Please see attached correspondence regarding your Application for Reporting Extension.

Kind regards,

Suzanne Begg

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
suzanne.begg@labour-travail.gc.ca / Tél. : 819-654-4323

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
suzanne.begg@labour-travail.gc.ca / Tel: 819-654-4323

From: Reeve Swertfager [<mailto:reeve.swertfager@hds.com>]
Sent: 2016-10-20 1:16 PM
To: EE-EME
Subject: RE: FP-FORM-WEDReportingExtension1stYearAsse.-20150902_rgs.doc

Thank you.

Reeve G Swertfager, MHRM, PHR
Global HR Business Partner, Americas Sales & Services
Hitachi Data Systems

M: 630-544-8289

>>> INNOVATE
WITH INFORMATION™

From: suzanne.begg@labour-travail.gc.ca [<mailto:suzanne.begg@labour-travail.gc.ca>] **On Behalf Of** ee-eme@hrsdc-rhdcc.gc.ca
Sent: Thursday, October 20, 2016 1:15 PM
To: Reeve Swertfager
Subject: RE: FP-FORM-WEDReportingExtension1stYearAsse.-20150902_rgs.doc

Good afternoon,

Our apologies for the delay. Our Manager has approved the extension. An approval letter will be forthcoming.

Kind regards,

Équipe des opérations des programmes / Programs Operations Team
Équité en milieu de travail / Workplace Equity
Programmes fédéraux/Federal Program / Programme du travail/Labour Program

From: Reeve Swertfager [<mailto:reeve.swertfager@hds.com>]
Sent: 2016-10-19 12:37 PM
To: EE-EME
Subject: RE: FP-FORM-WEDReportingExtension1stYearAsse.-20150902_rgs.doc

I have not received any feedback on my request for extension.

Please let me know.

Reeve G Swertfager, MHRM, PHR
Global HR Business Partner, Americas Sales & Services
Hitachi Data Systems

M: 630-544-8289



From: daniel.thibeault@labour-travail.gc.ca [<mailto:daniel.thibeault@labour-travail.gc.ca>] **On Behalf Of** ee-eme@hrsdc-rhdcc.gc.ca
Sent: Friday, October 14, 2016 8:23 AM
To: Reeve Swertfager
Cc: ee-eme@hrsdc-rhdcc.gc.ca
Subject: RE: FP-FORM-WEDReportingExtension1stYearAsse.-20150902_rgs.doc

Good morning,

We acknowledge receipt of your extension request. My colleague Suzanne Begg who is assigned your file is not in the office today and will respond to you on Monday.

Regards,

From: Reeve Swertfager [<mailto:reeve.swertfager@hds.com>]
Sent: October-12-16 3:01 PM
To: EE-EME
Subject: FP-FORM-WEDReportingExtension1stYearAsse.-20150902_rgs.doc

Please see the attached request for an extension to December 31, 2016.

Reeve G Swertfager, MHRM, PHR
Global HR Business Partner
Americas, Sales & Services
Hitachi Data Systems

m: 630-544-8289
reeve.swertfager@hds.com



**Pages 2411 to / à 2432
are withheld pursuant to section
sont retenues en vertu de l'article**

20(1)(b)

**of the Access to Information Act
de la Loi sur l'accès à l'information**

Self-Identification Survey

Instructions

In order to continue to be one of the best places to work, Hitachi Data Systems (HDS) promotes equal opportunity and employment equity in the workplace. Employment equity includes, but is not limited to fair treatment of women, Aboriginal peoples, persons with disabilities and members of visible minorities.

As part of our Employment Equity Program, we are collecting information about our workforce through this voluntary questionnaire. This questionnaire will help create an accurate picture of our workforce with the goal that members of designated groups are fully represented.

The information that you provide in this questionnaire will be kept confidential and only Human Resources will have access to this information to implement the Employment Equity Program. Your information will not be used for unauthorized purposes.

Please see our FAQs that may answer questions you may have at: [\[link to FAQs\]](#).

Upon request, this questionnaire will be made available in alternate formats. If you need assistance or an accommodation to complete this questionnaire, please contact Human Resources at AskHR@HDS.com.

We encourage you to review, update and correct information about yourself at any time. Please contact Human Resources (AskHR@HDS.com) if you would like to change any of your responses to these questions in the future.

SECTION A: EMPLOYEE INFORMATION

Name: _____

Section/Branch: _____

Position: _____

Employee number: _____

Employment status: Full-time employee Part-time employee Temporary employee

SECTION B: GENDERFemale Male

After reading the descriptions in each of the next three sections, answer “Yes” or “No” as applicable to you. You may self-identify as a member of more than one designated group.

SECTION C: ABORIGINAL PEOPLES

According to the *Employment Equity Act*, an Aboriginal person is a person who is Indian, Inuit or Métis.

Are you an Aboriginal person?

Yes No **SECTION D: VISIBLE MINORITIES**

According to the *Employment Equity Act*, members of a visible minority are people in Canada (other than Aboriginal peoples) who are non-white in colour or non-Caucasian in race, regardless of their place of birth or citizenship.

Examples of visible minorities include, but are not limited to:

- Black / African heritage, regardless of your place of birth (e.g. Canada, Jamaica, Nigeria, Haiti, Somalia, etc.)
- Non-white Latin American (that is, Indigenous people from Central and South America), regardless of your place of birth (e.g. Canada, Central and South America)
- East Asian, regardless of your place of birth (e.g. Canada, China, Japan, Korea)
- South Asian/East Indian, regardless of your place of birth (e.g. Canada, India, Pakistan, Bangladesh, or East Indian from Guyana, Trinidad or East Africa)
- Southeast Asian, regardless of your place of birth (e.g. Canada, Burma, Cambodia, Philippines, Laos, Thai, Vietnam)
- Non-white West Asian, North African or Arab, regardless of your place of birth (e.g. Canada, Iran, Lebanon, Egypt, Libya)
- People of mixed origin, regardless of your place of birth (e.g. with one parent in one of the visible minority groups listed above)

Are you a member of a visible minority?

Yes No **SECTION E: PERSONS WITH DISABILITIES**

According to the *Employment Equity Act*, persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be at a disadvantage in employment by reason of that impairment, or who believe that an employer or potential employer is likely to consider them to be at a disadvantage in employment because of that impairment. This includes people whose functional limitations due to their impairment have been accommodated in their current jobs or workplaces (e.g. by the use of technical aids, changes to equipment or other working arrangements).

Examples of disabilities include, but are not limited to:

- Coordination or dexterity impairment (e.g. difficulty using hands or arms, such as grasping objects or using a keyboard)
- Mobility impairment (e.g. difficulty moving from one office to another, walking long distances or using stairs)
- Blindness or visual impairment (e.g. unable to see or difficulty seeing that is not corrected with glasses or contact lenses, or conditions like glaucoma)
- Speech impairment (e.g. unable to speak or difficulty speaking and being understood)
- Deafness or hearing impairment (e.g. unable to hear or difficulty hearing)
- Other disabilities (e.g. learning, developmental and other types of disabilities)

Are you a person with a disability?

Yes No

SECTION F: Accommodation Needs

If you need an accommodation to participate fully in the workplace due to a disability, please contact Human Resources at AskHR@HDS.com. HDS promotes equal opportunity and employment equity and the request of an accommodation will not have a negative impact on your hiring, training, promotion and retention in our organization.

(Response after Submission)

Thank you for taking the time to complete this questionnaire! If at any time in the future you need update the information provided on this questionnaire, please contact Human Resources at AskHR@HDS.com.

Also, please direct any questions, comments or feedback regarding this questionnaire to AskHR@HDS.com

Nyirasafari, Ange AN [NC]

From: Begg, Suzanne SV [NC]
Sent: December 28, 2016 2:26 PM
To: 'marcel.escorcio@hds.com'
Cc: 'reeve.swertfager@hds.com'
Subject: Government of Canada Certification 10000260 – Notification in Compliance with the Federal Contractors Program
Attachments: Hitachi.pdf
Importance: High

Good afternoon,

This email is to confirm that the compliance assessment initiated on October 3rd, 2016 has been completed. As a result of the assessment, Hitachi Data Systems Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) of 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.

Attached for your reference is a summary of Hitachi Data Systems Inc.'s employment equity results compared against Employment Equity Occupational Group (EEOG) levels in your industry as well as overall Canadian labour market availability.

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. 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 Hitachi Data Systems Inc. is notified of a follow-up assessment, the following information will be required:

1. A completed Achievement Table;
2. A current workforce analysis; and
3. Revised 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 first assessment. If over the three year period reasonable progress has not been made, Hitachi Data Systems Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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 as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Suzanne Begg at suzanne.begg@labour-travail.gc.ca

Your cooperation during the course of this compliance assessment was appreciated and we wish Hitachi Data Systems Inc. continued success in achieving a diverse and inclusive workplace.

Équipe de l'équité en emploi / Workplace Equity Team

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

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