



OFFICIAL USE ONLY  
 Agreement N°: 060280

### Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Levitt-Safety Limited	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number
Organization's North American Industry Classification System (NAICS) Code N°	Total number of employees in Canada (Full-Time/Part-Time/Temporary) To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm</a>

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada 330	Organization's NAICS Code No 418990

HEAD OFFICE			
Address (building number, street, suite, etc.) 2872 Bristol Circle	City Oakville	Province Ontario	Postal Code L6H 5T5
	Telephone Number 905 829 3299	Fax Number 905 829 2919	

EMPLOYMENT EQUITY CONTACT	
Name (print) Sheelagh Bowers	Title Director HR, Safety and Quality Systems
Telephone Number 905 287 3504	E-mail Address sheelagh.bowers@levitt-safety.com

CERTIFICATION
<p>The above-named organization:</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• 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).</li> </ul> <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: <a href="http://www.hrsdc.gc.ca/eng/labour/equality/fcp/index.shtml">http://www.hrsdc.gc.ca/eng/labour/equality/fcp/index.shtml</a></p> <p><b>Important note:</b> 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	
<b>NOTE:</b> 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) Bruce Levitt	Title President
Telephone Number 905 287 3532	E-mail Address bruce.levitt@levitt-safety.com
Signature 	Date 2013-07-15

RETURN INSTRUCTIONS
<b>IMPORTANT</b>
<ul style="list-style-type: none"> <li>• The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a></li> </ul>



## APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

### *Federal Contractors Program*

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

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I, the undersigned, on behalf of (legal name of organization) **Levitt-Safety Ltd.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **060280**, 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) January 22, 2018 for the following reason(s):

(Please describe) **I have been asked to make some updates to the Achievement Table in order to close the gaps. I do not feel comfortable adjusting the Achievement Table on my own accord. I need Sheelagh Bowers, Director of HR, to assist me with this request. She is on vacation returning January 8, 2018..**

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.

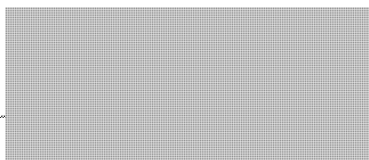
Name: **Bruce Levitt**                      Position Title: **President**

Email address: **bruce.levitt@levitt-safety.com**

Telephone number: **905-287-3532**

Business address: **2872 Bristol Circle, Oakville, ON L6H 5T5**

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





Employment and  
Social Development Canada

Emploi et  
Développement social Canada

Date: **December 21, 2017**

**From:** Yakibonge, Maurice [NC]

**Sent:** December 21, 2017 6:03 PM

**To:** 'bruce.levitt@levitt-safety.com' <bruce.levitt@levitt-safety.com>

**Cc:** Fortin, Sylvie SY [NC] <sylvie.g.fortin@labour-travail.gc.ca>; 'Elizabeth.Sekulovski@levitt-safety.com' <Elizabeth.Sekulovski@levitt-safety.com>

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

Good Afternoon,

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

As requested, we hereby grant you an extension until **January 22, 2018**.

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

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program  
Employment and Social Development Canada / Government of Canada  
[maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca) / Tel: 819-654-6099



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





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

Reporting Period 2016-01-29 to 2017-06-21

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	160	1	0	161	Calgary	7	1	0	8
Québec	11	3	0	14	Edmonton	45	0	0	45
New Brunswick	14	0	0	14	Montréal	9	3	0	12
Manitoba	9	0	0	9	Regina	7	0	0	7
British Columbia	20	0	0	20	Toronto	35	0	0	35
Saskatchewan	12	0	0	12	Vancouver	15	0	0	15
Alberta	107	1	0	108	Winnipeg	9	0	0	9
Newfoundland and Labrador	2	0	0	2	St. John's	2	0	0	2
<b>Total Employees in Canada</b>				<b>340</b>	Moncton	14	0	0	14
					Ottawa - Gatineau	4	0	0	4
					Greater Sudbury	10	0	0	10
					Thunder Bay	1	0	0	1
					Saskatoon	5	0	0	5
					Alta. less CMAs	55	0	0	55
					B.C. less CMAs	5	0	0	5
					Ont. less CMAs	110	1	0	111
					Que. less CMAs	2	0	0	2



Levitt Safety Limited (certificate # 060280)

Form 1

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

Reporting Period 2016-01-29 to 2017-06-21

Total Employees in Canada ▶

340



**Levitt Safety Limited (certificate # 060280)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / National  
 Reporting Period 2016-01-29 to 2017-06-21

005895

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
<b>Senior Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	13	10	3										
	<b>Total</b>	13	10	3										
<b>Middle and Other Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	21	11	10				1		1	1		1	
	<b>Total</b>	21	11	10				1		1	1		1	
<b>Professionals</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	17	12	5						5	4		1	
	<b>Total</b>	17	12	5						5	4		1	
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	23	23							6	6		6	
	<b>Total</b>	23	23							6	6		6	



Levitt Safety Limited (certificate # 060280)  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / National  
 Reporting Period 2016-01-29 to 2017-06-21

005896

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
<b>Supervisors</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1	19	13	6	1	1								1	1		
	<b>Total</b>	19	13	6	1	1								1	1		
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1	26	5	21	1		1							1	3		3
	<b>Total</b>	26	5	21	1		1							1	3		3
<b>Skilled Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1	45	35	10										3	2		1
	<b>Total</b>	45	35	10										3	2		1
<b>Skilled Crafts and Trades Workers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1	63	63		2	2								3	3		
	<b>Total</b>	63	63		2	2								3	3		



Levitt Safety Limited (certificate # 060280)  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / National  
 Reporting Period 2016-01-29 to 2017-06-21

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
<b>Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1																
	<b>Total</b>	7	1	6				1	1		2	2					
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1																
	<b>Total</b>	28	5	23	1			1	1		6	3					
<b>Semi-Skilled Manual Workers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1																
	<b>Total</b>	73	58	15				1	1		17	9					
	<b>Total Number of Employees</b>	335	236	99	5	3	2	6	3	3	47	28					

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Part-Time / National  
 Reporting Period 2016-01-29 to 2017-06-21

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
<b>Middle and Other Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>		<b>2</b>		<b>2</b>											
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>		<b>1</b>		<b>1</b>											
<b>Skilled Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>		<b>1</b>		<b>1</b>											
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>		<b>1</b>		<b>1</b>											



Levitt Safety Limited (certificate # 060280)  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Part-Time / National  
 Reporting Period 2016-01-29 to 2017-06-21

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>5</b>	<b>3</b>	<b>2</b>									



**Levitt Safety Limited (certificate # 060280)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / National  
 Reporting Period 2016-01-29 to 2017-06-21

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	335	236	99	5	3	2	6	3	3	6	3	3
<b>Total Number of Employees</b>	<b>335</b>	<b>236</b>	<b>99</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>3</b>





**Levitt Safety Limited (certificate # 060280)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Part-Time / National  
 Reporting Period 2016-01-29 to 2017-06-21

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	5	3	2									
<b>Total Number of Employees</b>	<b>5</b>	<b>3</b>	<b>2</b>									

Levitt Safety Limited (certificate # 060280)  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
 Full-Time / National  
 Reporting Period 2016-01-29 to 2017-06-21

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	3	3										
Professionals	1	1								1	1	
Semi-Professionals and Technicians	7	7								2	2	
Administrative and Senior Clerical Personnel	5		5									
Skilled Sales and Service Personnel	10	9	1							1	1	
Skilled Crafts and Trades Workers	16	16		1	1					1	1	
Clerical Personnel	4		4							2		2
Intermediate Sales and Service Personnel	7	1	6							1	1	
Semi-Skilled Manual Workers	14	12	2							1	1	
<b>Total Number of Employees Hired</b>	<b>68</b>	<b>50</b>	<b>18</b>	<b>1</b>	<b>1</b>					<b>9</b>	<b>7</b>	<b>2</b>

**Levitt Safety Limited (certificate # 060280)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
 Full-Time / National  
 Reporting Period 2016-01-29 to 2017-06-21

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	3	3										
Middle and Other Managers	3	2	1									
Professionals	2	2										
Semi-Professionals and Technicians	3	3								1	1	
Supervisors	3	2	1									
Skilled Sales and Service Personnel	5	3	2							1	1	
Skilled Crafts and Trades Workers	4	4										
Intermediate Sales and Service Personnel	2		2									
Semi-Skilled Manual Workers	1	1										
<b>Total Number of Employees Promoted</b>	<b>26</b>	<b>20</b>	<b>6</b>							<b>2</b>	<b>2</b>	
<b>Total Number of Promotions</b>	<b>27</b>	<b>20</b>	<b>7</b>							<b>2</b>	<b>2</b>	



**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

Full-Time / National

Reporting Period 2016-01-29 to 2017-06-21

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	3	3										
Middle and Other Managers	8	7	1							1	1	
Professionals	6	4	2							2	1	1
Semi-Professionals and Technicians	3	3								1	1	
Supervisors	3	3										
Administrative and Senior Clerical Personnel	9	1	8	1		1						
Skilled Sales and Service Personnel	12	8	4				1	1		2	1	1
Skilled Crafts and Trades Workers	13	13		1	1		1	1				
Clerical Personnel	2		2									1
Intermediate Sales and Service Personnel	4	1	3								1	
Semi-Skilled Manual Workers	15	15		1	1					2	2	
<b>Total Number of Employees Terminated</b>	<b>78</b>	<b>58</b>	<b>20</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>2</b>		<b>10</b>	<b>7</b>	<b>3</b>



**Levitt Safety Limited (certificate # 060280)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
 Part-Time / National  
 Reporting Period 2016-01-29 to 2017-06-21

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Administrative and Senior Clerical Personnel	2	1	1				1	1				
Clerical Personnel	2		2									
<b>Total Number of Employees Terminated</b>	<b>4</b>	<b>1</b>	<b>3</b>				<b>1</b>	<b>1</b>				



Workplace Equity Information Management System - Levitt Safety Limited

Workforce Analysis - Detailed Report

Date: 2017-06-29

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>		13	3	23.1 %	30.9 %	4	-1	
0013 : Senior managers - financial, communications and other business services	National	3	1	33.3 %	24.4 %	1	0	National
0014 : Senior managers - health, education, social and community services and membership organizations	National	3	0	0.0 %	56.4 %	2	-2	National
0015 : Senior managers - trade, broadcasting and other services, n.e.c.	National	7	2	28.6 %	22.8 %	2	0	National
<b>02 : Middle and Other Managers</b>		23	10	43.5 %	39.0 %	9	1	
0111 : Financial managers	National	3	2	66.7 %	55.3 %	2	0	National
0112 : Human resources managers	National	5	4	80.0 %	64.4 %	3	1	National
0113 : Purchasing managers	National	2	1	50.0 %	31.4 %	1	0	National
0124 : Advertising, marketing and public relations managers	National	2	0	0.0 %	52.2 %	1	-1	National
0211 : Engineering managers	National	2	0	0.0 %	12.6 %	0	0	National
0213 : Computer and information systems managers	National	1	0	0.0 %	23.4 %	0	0	National
0601 : Corporate sales managers	National	5	3	60.0 %	27.3 %	1	2	National
0714 : Facility operation and maintenance managers	National	1	0	0.0 %	19.4 %	0	0	National
0911 : Manufacturing managers	National	2	0	0.0 %	18.5 %	0	0	National
<b>03 : Professionals</b>		17	5	29.4 %	39.7 %	7	-2	
1121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	3	100.0 %	66.4 %	2	1	National
2132 : Mechanical engineers	National	1	0	0.0 %	9.0 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	12.6 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	28.3 %	0	0	National
2173 : Software engineers and designers	National	2	0	0.0 %	17.4 %	0	0	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	17.9 %	1	-1	National
4021 : College and other vocational instructors	National	4	0	0.0 %	53.8 %	2	-2	National
4163 : Business development officers and marketing researchers and consultants	National	1	1	100.0 %	50.7 %	1	0	National

Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Detailed Report**

Date: 2017-06-29

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Availability #	Gap #	Recruitment Area
			#	%	%	%			
<b>04 : Semi-Professionals and Technicians</b>		23	0	0.0%	11.2%	3	-3		
2232 : Mechanical engineering technologists and technicians	Alberta	4	0	0.0%	11.6%	0	0	Alberta	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	1	0	0.0%	19.9%	0	0	Ontario	
2242 : Electronic service technicians (household and business equipment)	Alberta	8	0	0.0%	9.8%	1	-1	Alberta	
2242 : Electronic service technicians (household and business equipment)	British Columbia	2	0	0.0%	5.3%	0	0	British Columbia	
2242 : Electronic service technicians (household and business equipment)	Manitoba	1	0	0.0%	4.7%	0	0	Manitoba	
2242 : Electronic service technicians (household and business equipment)	Québec	1	0	0.0%	7.5%	0	0	Québec	
2243 : Industrial instrument technicians and mechanics	Alberta	1	0	0.0%	3.1%	0	0	Alberta	
2243 : Industrial instrument technicians and mechanics	Ontario	2	0	0.0%	7.2%	0	0	Ontario	
2282 : User support technicians	Ontario	3	0	0.0%	24.2%	1	-1	Ontario	
<b>05 : Supervisors</b>		19	6	31.6%	64.1%	12	-6		
1211 : Supervisors, general office and administrative support workers	Alta. less CMAs	6	1	16.7%	64.7%	4	-3	Alta. less CMAs	
1211 : Supervisors, general office and administrative support workers	B.C. less CMAs	1	0	0.0%	64.7%	1	-1	B.C. less CMAs	
1211 : Supervisors, general office and administrative support workers	Edmonton	3	0	0.0%	76.4%	2	-2	Edmonton	
1211 : Supervisors, general office and administrative support workers	Greater Sudbury	1	0	0.0%	76.9%	1	-1	Greater Sudbury	
1211 : Supervisors, general office and administrative support workers	Montréal	1	1	100.0%	68.2%	1	0	Montréal	
1211 : Supervisors, general office and administrative support workers	Ont. less CMAs	3	1	33.3%	62.9%	2	-1	Ont. less CMAs	
1211 : Supervisors, general office and administrative support workers	Regina	1	0	0.0%	46.4%	0	0	Regina	
1212 : Supervisors, finance and insurance office workers	Ont. less CMAs	1	1	100.0%	62.9%	1	0	Ont. less CMAs	
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations	Edmonton	1	1	100.0%	25.1%	0	1	Edmonton	
6314 : Customer and information services supervisors	Edmonton	1	1	100.0%	68.2%	1	0	Edmonton	
<b>07 : Administrative and Senior Clerical Personnel</b>		27	22	81.5%	84.1%	23	-1		
1221 : Administrative officers	Calgary	2	2	100.0%	84.3%	2	0	Calgary	
1221 : Administrative officers	Edmonton	3	2	66.7%	83.5%	3	-1	Edmonton	

Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Detailed Report**

Date: 2017-06-29

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Availability #	Gap #	Recruitment Area
			#	%	%	%			
1221 : Administrative officers	Moncton	1	1	100.0%	78.4%	1	0	Moncton	
1221 : Administrative officers	Ont. less CMA	7	5	71.4%	87.1%	6	-1	Ont. less CMA	
1221 : Administrative officers	Toronto	1	0	0.0%	82.0%	1	-1	Toronto	
1221 : Administrative officers	Vancouver	3	3	100.0%	80.8%	2	1	Vancouver	
1221 : Administrative officers	Winnipeg	1	0	0.0%	79.8%	1	-1	Winnipeg	
1225 : Purchasing agents and officers	Edmonton	1	1	100.0%	51.9%	1	0	Edmonton	
1225 : Purchasing agents and officers	Ont. less CMA	2	2	100.0%	87.1%	2	0	Ont. less CMA	
1241 : Administrative assistants	Alta. less CMA	1	1	100.0%	89.0%	1	0	Alta. less CMA	
1241 : Administrative assistants	Ont. less CMA	4	4	100.0%	87.1%	3	1	Ont. less CMA	
1241 : Administrative assistants	Regina	1	1	100.0%	96.3%	1	0	Regina	
<b>08 : Skilled Sales and Service Personnel</b>		46	10	21.7%	26.2%	12	-2		
6221 : Technical sales specialists - wholesale trade	Alberta	11	4	36.4%	20.5%	2	2	Alberta	
6221 : Technical sales specialists - wholesale trade	British Columbia	4	0	0.0%	26.3%	1	-1	British Columbia	
6221 : Technical sales specialists - wholesale trade	Manitoba	2	0	0.0%	27.8%	1	-1	Manitoba	
6221 : Technical sales specialists - wholesale trade	New Brunswick	4	1	25.0%	26.1%	1	0	New Brunswick	
6221 : Technical sales specialists - wholesale trade	Ontario	19	4	21.1%	28.7%	5	-1	Ontario	
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0%	29.1%	1	-1	Québec	
6221 : Technical sales specialists - wholesale trade	Saskatchewan	4	1	25.0%	28.0%	1	0	Saskatchewan	
<b>09 : Skilled Crafts and Trades Workers</b>		63	0	0.0%	2.1%	1	-1		
7252 : Steamfitters, pipefitters and sprinkler system installers	Alberta	45	0	0.0%	2.3%	1	-1	Alberta	
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	5	0	0.0%	1.1%	0	0	British Columbia	
7252 : Steamfitters, pipefitters and sprinkler system installers	New Brunswick	1	0	0.0%	1.6%	0	0	New Brunswick	
7252 : Steamfitters, pipefitters and sprinkler system installers	Newfoundland and Labrador	1	0	0.0%	6.1%	0	0	Newfoundland and Labrador	
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	9	0	0.0%	1.2%	0	0	Ontario	



Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Detailed Report**

Date: 2017-06-29

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Gap #	Recruitment Area
			#	%	Availability #	%		
7252 : Steamfitters, pipefitters and sprinkler system installers	Québec	1	0	0.0 %	1.6 %	0	0	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Saskatchewan	1	0	0.0 %	1.9 %	0	0	Saskatchewan
<b>10 : Clerical Personnel</b>								
1414 : Receptionists	Ont. less CMAS	7	6	85.7 %	72.4 %	5	1	Ont. less CMAS
1431 : Accounting and related clerks	Ont. less CMAS	3	2	66.7 %	72.4 %	2	0	Ont. less CMAS
1435 : Collectors	Ont. less CMAS	3	3	100.0 %	72.4 %	2	1	Ont. less CMAS
<b>11 : Intermediate Sales and Service Personnel</b>								
6552 : Other customer and information services representatives	Edmonton	29	24	82.8 %	65.6 %	19	5	Edmonton
6552 : Other customer and information services representatives	Greater Sudbury	4	4	100.0 %	61.8 %	2	2	Edmonton
6552 : Other customer and information services representatives	Greater Sudbury	1	1	100.0 %	65.7 %	1	0	Greater Sudbury
6552 : Other customer and information services representatives	Moncton	2	2	100.0 %	60.2 %	1	1	Moncton
6552 : Other customer and information services representatives	Montréal	5	2	40.0 %	60.5 %	3	-1	Montréal
6552 : Other customer and information services representatives	Ont. less CMAS	11	9	81.8 %	72.4 %	8	1	Ont. less CMAS
6552 : Other customer and information services representatives	Ottawa - Gatineau	1	1	100.0 %	58.4 %	1	0	Ottawa - Gatineau
6552 : Other customer and information services representatives	Saskatoon	1	1	100.0 %	60.5 %	1	0	Saskatoon
6552 : Other customer and information services representatives	St. John's	1	1	100.0 %	61.7 %	1	0	St. John's
6552 : Other customer and information services representatives	Toronto	1	1	100.0 %	65.3 %	1	0	Toronto
6552 : Other customer and information services representatives	Winnipeg	2	2	100.0 %	61.7 %	1	1	Winnipeg
<b>12 : Semi-Skilled Manual Workers</b>								
7445 : Other repairers and servicers	Alta. less CMAS	72	15	20.8 %	16.5 %	12	3	Alta. less CMAS
7445 : Other repairers and servicers	Alta. less CMAS	3	0	0.0 %	16.3 %	0	0	Alta. less CMAS
7445 : Other repairers and servicers	Calgary	1	0	0.0 %	7.0 %	0	0	Calgary
7445 : Other repairers and servicers	Edmonton	6	2	33.3 %	3.0 %	0	2	Edmonton
7445 : Other repairers and servicers	Greater Sudbury	3	0	0.0 %	0.0 %	0	0	Greater Sudbury
7445 : Other repairers and servicers	Moncton	3	0	0.0 %	0.0 %	0	0	Moncton
7445 : Other repairers and servicers	Montréal	1	0	0.0 %	6.7 %	0	0	Montréal

Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Detailed Report**

Date: 2017-06-29

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Availability		Gap #	Recruitment Area
			#	%	#	%		
7445 : Other repairers and servicers	Ont. less CMAs	16	2	12.5 %	3	20.7 %	-1	Ont. less CMAs
7445 : Other repairers and servicers	Ottawa - Gatineau	2	0	0.0 %	0	0.0 %	0	Ottawa - Gatineau
7445 : Other repairers and servicers	Que. less CMAs	1	0	0.0 %	0	17.3 %	0	Que. less CMAs
7445 : Other repairers and servicers	Regina	2	0	0.0 %	0	0.0 %	0	Regina
7445 : Other repairers and servicers	Toronto	1	0	0.0 %	0	6.9 %	0	Toronto
7445 : Other repairers and servicers	Vancouver	4	0	0.0 %	0	11.1 %	0	Vancouver
7445 : Other repairers and servicers	Winnipeg	1	0	0.0 %	0	8.3 %	0	Winnipeg
7452 : Material handlers	Edmonton	2	1	50.0 %	0	15.5 %	1	Edmonton
7452 : Material handlers	Moncton	1	0	0.0 %	0	7.9 %	0	Moncton
7452 : Material handlers	Ont. less CMAs	9	2	22.2 %	2	20.7 %	0	Ont. less CMAs
7452 : Material handlers	Toronto	2	0	0.0 %	0	17.2 %	0	Toronto
7452 : Material handlers	Winnipeg	1	0	0.0 %	0	9.8 %	0	Winnipeg
9525 : Assemblers, fabricators and inspectors, industrial electrical motors and transformers	Toronto	1	1	100.0 %	0	25.9 %	1	Toronto
9537 : Other products assemblers, finishers and inspectors	Toronto	12	7	58.3 %	4	33.9 %	3	Toronto
<b>Total</b>		<b>339</b>	<b>101</b>	<b>29.8 %</b>	<b>107</b>	<b>31.4 %</b>	<b>-6</b>	

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-06-29

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	%	Availability %	#		
<b>01 : Senior Managers</b>								
0013 : Senior managers - financial, communications and other business services	National	13	0	0.0 %	1.9 %	0	0	National
0014 : Senior managers - health, education, social and community services and membership organizations	National	3	0	0.0 %	0.9 %	0	0	National
0015 : Senior managers - trade, broadcasting and other services, n.e.c.	National	3	0	0.0 %	3.2 %	0	0	National
<b>02 : Middle and Other Managers</b>								
0111 : Financial managers	National	7	0	0.0 %	1.7 %	0	0	National
0112 : Human resources managers	National	23	0	0.0 %	1.8 %	0	0	National
0113 : Purchasing managers	National	3	0	0.0 %	2.1 %	0	0	National
0124 : Advertising, marketing and public relations managers	National	5	0	0.0 %	2.6 %	0	0	National
0211 : Engineering managers	National	2	0	0.0 %	1.9 %	0	0	National
0213 : Computer and information systems managers	National	2	0	0.0 %	1.1 %	0	0	National
0601 : Corporate sales managers	National	2	0	0.0 %	0.9 %	0	0	National
0714 : Facility operation and maintenance managers	National	1	0	0.0 %	1.0 %	0	0	National
0911 : Manufacturing managers	National	5	0	0.0 %	1.2 %	0	0	National
<b>03 : Professionals</b>								
1121 : Human resources professionals	National	1	0	0.0 %	3.3 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	1.5 %	0	0	National
2132 : Mechanical engineers	National	17	0	0.0 %	1.6 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	2.7 %	0	0	National
2171 : Information systems analysts and consultants	National	3	0	0.0 %	2.1 %	0	0	National
2173 : Software engineers and designers	National	1	0	0.0 %	0.7 %	0	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	0.9 %	0	0	National
4021 : College and other vocational instructors	National	2	0	0.0 %	1.1 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	0.6 %	0	0	National
	National	3	0	0.0 %	2.4 %	0	0	National
	National	4	0	0.0 %	1.0 %	0	0	National
	National	1	0	0.0 %	2.4 %	0	0	National
	National	1	0	0.0 %	2.0 %	0	0	National

Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Detailed Report**

Date: 2017-06-29

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
<b>04 : Semi-Professionals and Technicians</b>		23	0	0.0 %	2.9 %	1	-1	
2232 : Mechanical engineering technologists and technicians	Alberta	4	0	0.0 %	3.5 %	0	0	Alberta
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	1	0	0.0 %	1.1 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Alberta	8	0	0.0 %	3.3 %	0	0	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia	2	0	0.0 %	2.1 %	0	0	British Columbia
2242 : Electronic service technicians (household and business equipment)	Manitoba	1	0	0.0 %	5.5 %	0	0	Manitoba
2242 : Electronic service technicians (household and business equipment)	Québec	1	0	0.0 %	1.0 %	0	0	Québec
2243 : Industrial instrument technicians and mechanics	Alberta	1	0	0.0 %	3.8 %	0	0	Alberta
2243 : Industrial instrument technicians and mechanics	Ontario	2	0	0.0 %	2.5 %	0	0	Ontario
2282 : User support technicians	Ontario	3	0	0.0 %	1.6 %	0	0	Ontario
<b>05 : Supervisors</b>		19	1	5.3 %	4.3 %	1	0	
1211 : Supervisors, general office and administrative support workers	Alta. less CMAs	6	1	16.7 %	6.5 %	0	1	Alta. less CMAs
1211 : Supervisors, general office and administrative support workers	B.C. less CMAs	1	0	0.0 %	8.4 %	0	0	B.C. less CMAs
1211 : Supervisors, general office and administrative support workers	Edmonton	3	0	0.0 %	2.7 %	0	0	Edmonton
1211 : Supervisors, general office and administrative support workers	Greater Sudbury	1	0	0.0 %	0.0 %	0	0	Greater Sudbury
1211 : Supervisors, general office and administrative support workers	Montréal	1	0	0.0 %	0.0 %	0	0	Montréal
1211 : Supervisors, general office and administrative support workers	Ont. less CMAs	3	0	0.0 %	4.9 %	0	0	Ont. less CMAs
1211 : Supervisors, general office and administrative support workers	Regina	1	0	0.0 %	0.0 %	0	0	Regina
1212 : Supervisors, finance and insurance office workers	Ont. less CMAs	1	0	0.0 %	4.9 %	0	0	Ont. less CMAs
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations	Edmonton	1	0	0.0 %	3.2 %	0	0	Edmonton
6314 : Customer and information services supervisors	Edmonton	1	0	0.0 %	2.7 %	0	0	Edmonton
<b>07 : Administrative and Senior Clerical Personnel</b>		27	1	3.7 %	3.8 %	1	0	
1221 : Administrative officers	Calgary	2	0	0.0 %	2.3 %	0	0	Calgary
1221 : Administrative officers	Edmonton	3	0	0.0 %	3.3 %	0	0	Edmonton

Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Detailed Report**

Date: 2017-06-29

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability #	Availability %		
1221 : Administrative officers	Moncton	1	0	0.0 %	0	0.0 %	0	Moncton
1221 : Administrative officers	Ont. less CMAAS	7	0	0.0 %	0	4.1 %	0	Ont. less CMAAS
1221 : Administrative officers	Toronto	1	0	0.0 %	0	0.6 %	0	Toronto
1221 : Administrative officers	Vancouver	3	0	0.0 %	0	2.4 %	0	Vancouver
1221 : Administrative officers	Winnipeg	1	0	0.0 %	0	8.1 %	0	Winnipeg
1225 : Purchasing agents and officers	Edmonton	1	0	0.0 %	0	6.0 %	0	Edmonton
1225 : Purchasing agents and officers	Ont. less CMAAS	2	0	0.0 %	0	4.1 %	0	Ont. less CMAAS
1241 : Administrative assistants	Alta. less CMAAS	1	1	100.0 %	0	6.0 %	1	Alta. less CMAAS
1241 : Administrative assistants	Ont. less CMAAS	4	0	0.0 %	0	4.1 %	0	Ont. less CMAAS
1241 : Administrative assistants	Regina	1	0	0.0 %	0	6.7 %	0	Regina
<b>08 : Skilled Sales and Service Personnel</b>		46	0	0.0 %	1	2.1 %	-1	
6221 : Technical sales specialists - wholesale trade	Alberta	11	0	0.0 %	0	2.0 %	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	4	0	0.0 %	0	2.5 %	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	2	0	0.0 %	0	6.3 %	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	4	0	0.0 %	0	0.0 %	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Ontario	19	0	0.0 %	0	1.0 %	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	0	1.0 %	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	4	0	0.0 %	0	8.2 %	0	Saskatchewan
<b>09 : Skilled Crafts and Trades Workers</b>		63	2	3.2 %	3	5.2 %	-1	
7252 : Steamfitters, pipefitters and sprinkler system installers	Alberta	45	2	4.4 %	3	5.8 %	-1	Alberta
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	5	0	0.0 %	0	4.2 %	0	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	New Brunswick	1	0	0.0 %	0	5.5 %	0	New Brunswick
7252 : Steamfitters, pipefitters and sprinkler system installers	Newfoundland and Labrador	1	0	0.0 %	0	8.6 %	0	Newfoundland and Labrador
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	9	0	0.0 %	0	2.0 %	0	Ontario

Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Detailed Report**

Date: 2017-06-29

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
7252 : Steamfitters, pipefitters and sprinkler system installers	Québec	1	0	0.0 %	1.5 %	0	0	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Saskatchewan	1	0	0.0 %	10.6 %	0	0	Saskatchewan
<b>10 : Clerical Personnel</b>								
1414 : Receptionists	Ont. less CMAS	7	0	0.0 %	4.7 %	0	0	Ont. less CMAS
1431 : Accounting and related clerks	Ont. less CMAS	1	0	0.0 %	4.7 %	0	0	Ont. less CMAS
1435 : Collectors	Ont. less CMAS	3	0	0.0 %	4.7 %	0	0	Ont. less CMAS
<b>11 : Intermediate Sales and Service Personnel</b>								
6552 : Other customer and information services representatives	Edmonton	29	1	3.4 %	4.5 %	1	0	Edmonton
6552 : Other customer and information services representatives	Greater Sudbury	4	1	25.0 %	4.7 %	0	1	Edmonton
6552 : Other customer and information services representatives	Greater Sudbury	1	0	0.0 %	12.7 %	0	0	Greater Sudbury
6552 : Other customer and information services representatives	Moncton	2	0	0.0 %	0.6 %	0	0	Moncton
6552 : Other customer and information services representatives	Montréal	5	0	0.0 %	0.8 %	0	0	Montréal
6552 : Other customer and information services representatives	Ont. less CMAS	11	0	0.0 %	4.9 %	1	-1	Ont. less CMAS
6552 : Other customer and information services representatives	Ottawa - Gatineau	1	0	0.0 %	3.5 %	0	0	Ottawa - Gatineau
6552 : Other customer and information services representatives	Saskatoon	1	0	0.0 %	14.3 %	0	0	Saskatoon
6552 : Other customer and information services representatives	St. John's	1	0	0.0 %	0.0 %	0	0	St. John's
6552 : Other customer and information services representatives	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
6552 : Other customer and information services representatives	Winnipeg	2	0	0.0 %	11.0 %	0	0	Winnipeg
<b>12 : Semi-Skilled Manual Workers</b>								
7445 : Other repairers and servicers	Alta. less CMAS	72	0	0.0 %	2.8 %	2	-2	Alta. less CMAS
7445 : Other repairers and servicers	Alta. less CMAS	3	0	0.0 %	8.5 %	0	0	Alta. less CMAS
7445 : Other repairers and servicers	Calgary	1	0	0.0 %	2.6 %	0	0	Calgary
7445 : Other repairers and servicers	Edmonton	6	0	0.0 %	3.6 %	0	0	Edmonton
7445 : Other repairers and servicers	Greater Sudbury	3	0	0.0 %	0.0 %	0	0	Greater Sudbury
7445 : Other repairers and servicers	Moncton	3	0	0.0 %	0.0 %	0	0	Moncton
7445 : Other repairers and servicers	Montréal	1	0	0.0 %	1.1 %	0	0	Montréal

Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Detailed Report**

Date: 2017-06-29

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area	
			Representation #	%	Availability #	Gap #		
7445 : Other repairers and servicers	Ont. less CMAs	16	0	0.0 %	4.4 %	1	-1	Ont. less CMAs
7445 : Other repairers and servicers	Ottawa - Gatineau	2	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau
7445 : Other repairers and servicers	Que. less CMAs	1	0	0.0 %	2.7 %	0	0	Que. less CMAs
7445 : Other repairers and servicers	Regina	2	0	0.0 %	0.0 %	0	0	Regina
7445 : Other repairers and servicers	Toronto	1	0	0.0 %	1.6 %	0	0	Toronto
7445 : Other repairers and servicers	Vancouver	4	0	0.0 %	0.0 %	0	0	Vancouver
7445 : Other repairers and servicers	Winnipeg	1	0	0.0 %	5.6 %	0	0	Winnipeg
7452 : Material handlers	Edmonton	2	0	0.0 %	5.9 %	0	0	Edmonton
7452 : Material handlers	Moncton	1	0	0.0 %	0.0 %	0	0	Moncton
7452 : Material handlers	Ont. less CMAs	9	0	0.0 %	4.4 %	0	0	Ont. less CMAs
7452 : Material handlers	Toronto	2	0	0.0 %	1.1 %	0	0	Toronto
7452 : Material handlers	Winnipeg	1	0	0.0 %	13.6 %	0	0	Winnipeg
9525 : Assemblers, fabricators and inspectors, industrial electrical motors and transformers	Toronto	1	0	0.0 %	0.0 %	0	0	Toronto
9537 : Other products assemblers, finishers and inspectors	Toronto	12	0	0.0 %	0.4 %	0	0	Toronto
<b>Total</b>		<b>339</b>	<b>5</b>	<b>1.5 %</b>	<b>3.3 %</b>	<b>10</b>	<b>-5</b>	

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-06-29

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability		Gap #	Recruitment Area
			Representation #	%	#	%		
<b>01 : Senior Managers</b>								
0013 : Senior managers - financial, communications and other business services	National	13	0	0.0%	11.7%	2	-2	National
0014 : Senior managers - health, education, social and community services and membership organizations	National	3	0	0.0%	12.2%	0	0	National
0015 : Senior managers - trade, broadcasting and other services, n.e.c.	National	3	0	0.0%	7.8%	0	0	National
<b>02 : Middle and Other Managers</b>								
0111 : Financial managers	National	23	1	4.3%	15.5%	4	-3	National
0112 : Human resources managers	National	3	0	0.0%	20.5%	1	-1	National
0113 : Purchasing managers	National	5	1	20.0%	12.0%	1	0	National
0124 : Advertising, marketing and public relations managers	National	2	0	0.0%	15.2%	0	0	National
0211 : Engineering managers	National	2	0	0.0%	17.5%	0	0	National
0213 : Computer and information systems managers	National	2	0	0.0%	19.6%	0	0	National
0601 : Corporate sales managers	National	1	0	0.0%	21.2%	0	0	National
0714 : Facility operation and maintenance managers	National	5	0	0.0%	13.5%	1	-1	National
0911 : Manufacturing managers	National	1	0	0.0%	10.9%	0	0	National
<b>03 : Professionals</b>								
1121 : Human resources professionals	National	2	0	0.0%	15.7%	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	17	5	29.4%	24.3%	4	1	National
2132 : Mechanical engineers	National	1	1	100.0%	28.6%	0	1	National
2147 : Computer engineers (except software engineers and designers)	National	3	1	33.3%	16.9%	1	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0%	38.2%	0	0	National
2173 : Software engineers and designers	National	1	0	0.0%	31.4%	0	0	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0%	40.5%	1	-1	National
4021 : College and other vocational instructors	National	3	3	100.0%	31.5%	1	2	National
4163 : Business development officers and marketing researchers and consultants	National	4	0	0.0%	13.4%	1	-1	National
	National	1	0	0.0%	21.9%	0	0	National



Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Detailed Report**

Date: 2017-06-29

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
<b>04 : Semi-Professionals and Technicians</b>		23	6	26.1 %	23.7 %	5	1
2232 : Mechanical engineering technologists and technicians	Alberta	4	0	0.0 %	21.3 %	1	-1
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	1	1	100.0 %	33.3 %	0	1
2242 : Electronic service technicians (household and business equipment)	Alberta	8	1	12.5 %	23.2 %	2	-1
2242 : Electronic service technicians (household and business equipment)	British Columbia	2	1	50.0 %	32.8 %	1	0
2242 : Electronic service technicians (household and business equipment)	Manitoba	1	1	100.0 %	16.8 %	0	1
2242 : Electronic service technicians (household and business equipment)	Québec	1	0	0.0 %	12.9 %	0	0
2243 : Industrial instrument technicians and mechanics	Alberta	1	0	0.0 %	10.7 %	0	0
2243 : Industrial instrument technicians and mechanics	Ontario	2	0	0.0 %	13.6 %	0	0
2282 : User support technicians	Ontario	3	2	66.7 %	35.9 %	1	1
<b>05 : Supervisors</b>		19	1	5.3 %	8.0 %	2	-1
1211 : Supervisors, general office and administrative support workers	Alta. less CMAS	6	0	0.0 %	11.9 %	1	-1
1211 : Supervisors, general office and administrative support workers	B.C. less CMAS	1	1	100.0 %	5.2 %	0	1
1211 : Supervisors, general office and administrative support workers	Edmonton	3	0	0.0 %	8.8 %	0	0
1211 : Supervisors, general office and administrative support workers	Greater Sudbury	1	0	0.0 %	0.0 %	0	0
1211 : Supervisors, general office and administrative support workers	Montréal	1	0	0.0 %	15.4 %	0	0
1211 : Supervisors, general office and administrative support workers	Ont. less CMAS	3	0	0.0 %	1.9 %	0	0
1211 : Supervisors, general office and administrative support workers	Regina	1	0	0.0 %	0.0 %	0	0
1212 : Supervisors, finance and insurance office workers	Ont. less CMAS	1	0	0.0 %	1.9 %	0	0
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations	Edmonton	1	0	0.0 %	16.2 %	0	0
6314 : Customer and information services supervisors	Edmonton	1	0	0.0 %	10.9 %	0	0
<b>07 : Administrative and Senior Clerical Personnel</b>		27	3	11.1 %	9.3 %	3	0
1221 : Administrative officers	Calgary	2	0	0.0 %	15.1 %	0	0
1221 : Administrative officers	Edmonton	3	0	0.0 %	12.6 %	0	0

Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Detailed Report**

Date: 2017-06-29

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
1221 : Administrative officers	Moncton	1	0	0.0 %	0	0	Moncton
1221 : Administrative officers	Ont. less CMAS	7	1	14.3 %	1.6 %	0	Ont. less CMAS
1221 : Administrative officers	Toronto	1	0	0.0 %	35.8 %	0	Toronto
1221 : Administrative officers	Vancouver	3	0	0.0 %	30.9 %	1	Vancouver
1221 : Administrative officers	Winnipeg	1	0	0.0 %	9.8 %	0	Winnipeg
1225 : Purchasing agents and officers	Edmonton	1	0	0.0 %	12.6 %	0	Edmonton
1225 : Purchasing agents and officers	Ont. less CMAS	2	0	0.0 %	1.6 %	0	Ont. less CMAS
1241 : Administrative assistants	Alta. less CMAS	1	0	0.0 %	3.4 %	0	Alta. less CMAS
1241 : Administrative assistants	Ont. less CMAS	4	2	50.0 %	1.6 %	0	Ont. less CMAS
1241 : Administrative assistants	Regina	1	0	0.0 %	5.2 %	0	Regina
<b>08 : Skilled Sales and Service Personnel</b>							
6221 : Technical sales specialists - wholesale trade	Alberta	46	3	6.5 %	14.4 %	7	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	11	0	0.0 %	11.3 %	1	British Columbia
6221 : Technical sales specialists - wholesale trade	British Columbia	4	1	25.0 %	24.7 %	1	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	2	0	0.0 %	7.8 %	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	4	1	25.0 %	0.0 %	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Ontario	19	1	5.3 %	20.8 %	4	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	8.5 %	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	4	0	0.0 %	2.7 %	0	Saskatchewan
<b>09 : Skilled Crafts and Trades Workers</b>							
7252 : Steamfitters, pipefitters and sprinkler system installers	Alberta	63	3	4.8 %	7.9 %	5	Alberta
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	45	3	6.7 %	8.8 %	4	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	New Brunswick	5	0	0.0 %	7.3 %	0	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	New Brunswick	1	0	0.0 %	0.0 %	0	New Brunswick
7252 : Steamfitters, pipefitters and sprinkler system installers	Newfoundland and Labrador	1	0	0.0 %	0.0 %	0	Newfoundland and Labrador
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	9	0	0.0 %	6.5 %	1	Ontario

Workforce Analysis - Detailed Report

Date: 2017-06-29

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area	
			Representation #	%			Availability #
7252 : Steamfitters, pipefitters and sprinkler system installers	Québec	1	0	0.0 %	1.5 %	0	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Saskatchewan	1	0	0.0 %	3.4 %	0	Saskatchewan
<b>10 : Clerical Personnel</b>							
1414 : Receptionists	Ont. less CMAS	7	2	28.6 %	1.7 %	0	2
1431 : Accounting and related clerks	Ont. less CMAS	1	0	0.0 %	1.7 %	0	Ont. less CMAS
1435 : Collectors	Ont. less CMAS	3	2	66.7 %	1.7 %	0	2
<b>11 : Intermediate Sales and Service Personnel</b>							
6552 : Other customer and information services representatives	Ont. less CMAS	3	0	0.0 %	1.7 %	0	Ont. less CMAS
6552 : Other customer and information services representatives	Edmonton	29	6	20.7 %	12.3 %	4	2
6552 : Other customer and information services representatives	Greater Sudbury	4	2	50.0 %	15.9 %	1	1
6552 : Other customer and information services representatives	Moncton	1	0	0.0 %	2.0 %	0	Greater Sudbury
6552 : Other customer and information services representatives	Moncton	2	0	0.0 %	5.2 %	0	Moncton
6552 : Other customer and information services representatives	Montréal	5	2	40.0 %	26.3 %	1	1
6552 : Other customer and information services representatives	Ont. less CMAS	11	1	9.1 %	2.3 %	0	1
6552 : Other customer and information services representatives	Ottawa - Gatineau	1	0	0.0 %	21.3 %	0	0
6552 : Other customer and information services representatives	Saskatoon	1	0	0.0 %	4.6 %	0	0
6552 : Other customer and information services representatives	St. John's	1	0	0.0 %	3.0 %	0	0
6552 : Other customer and information services representatives	Toronto	1	1	100.0 %	51.0 %	1	0
6552 : Other customer and information services representatives	Winnipeg	2	0	0.0 %	21.7 %	0	0
<b>12 : Semi-Skilled Manual Workers</b>							
7445 : Other repairers and servicers	Winnipeg	72	17	23.6 %	19.9 %	14	3
7445 : Other repairers and servicers	Alta. less CMAS	3	0	0.0 %	4.3 %	0	0
7445 : Other repairers and servicers	Calgary	1	0	0.0 %	19.3 %	0	0
7445 : Other repairers and servicers	Edmonton	6	0	0.0 %	16.0 %	1	-1
7445 : Other repairers and servicers	Greater Sudbury	3	0	0.0 %	0.0 %	0	0
7445 : Other repairers and servicers	Moncton	3	0	0.0 %	0.0 %	0	0
7445 : Other repairers and servicers	Montréal	1	1	100.0 %	12.0 %	0	1

Workforce Analysis - Detailed Report

Date: 2017-06-29

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
7445 : Other repairers and servicers	Ont. less CMAs	16	2	12.5 %	0	2	Ont. less CMAs
7445 : Other repairers and servicers	Ottawa - Gatineau	2	0	0.0 %	0	0	Ottawa - Gatineau
7445 : Other repairers and servicers	Que. less CMAs	1	0	0.0 %	0	0	Que. less CMAs
7445 : Other repairers and servicers	Regina	2	0	0.0 %	0	0	Regina
7445 : Other repairers and servicers	Toronto	1	0	0.0 %	0	0	Toronto
7445 : Other repairers and servicers	Vancouver	4	0	0.0 %	1	-1	Vancouver
7445 : Other repairers and servicers	Winnipeg	1	0	0.0 %	0	0	Winnipeg
7452 : Material handlers	Edmonton	2	0	0.0 %	0	0	Edmonton
7452 : Material handlers	Moncton	1	0	0.0 %	0	0	Moncton
7452 : Material handlers	Ont. less CMAs	9	1	11.1 %	0	1	Ont. less CMAs
7452 : Material handlers	Toronto	2	2	100.0 %	1	1	Toronto
7452 : Material handlers	Winnipeg	1	1	100.0 %	0	1	Winnipeg
9525 : Assemblers, fabricators and inspectors, industrial electrical motors and transformers	Toronto	1	1	100.0 %	1	0	Toronto
9537 : Other products assemblers, finishers and inspectors	Toronto	12	9	75.0 %	9	0	Toronto
<b>Total</b>		<b>339</b>	<b>47</b>	<b>13.9 %</b>	<b>50</b>	<b>-3</b>	

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-06-29

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	%	Availability #	%		
01/02 : Managers	National	36	1	2.8 %	2	4.3 %	-1	National
03 : Professionals	National	17	0	0.0 %	1	3.8 %	-1	National
04 : Semi-Professionals and Technicians	National	23	0	0.0 %	1	4.6 %	-1	National
05 : Supervisors	National	19	0	0.0 %	3	13.9 %	-3	National
07 : Administrative and Senior Clerical Personnel	National	27	1	3.7 %	1	3.4 %	0	National
08 : Skilled Sales and Service Personnel	National	46	0	0.0 %	2	3.5 %	-2	National
09 : Skilled Crafts and Trades Workers	National	63	2	3.2 %	2	3.8 %	0	National
10 : Clerical Personnel	National	7	1	14.3 %	0	7.0 %	1	National
11 : Intermediate Sales and Service Personnel	National	29	0	0.0 %	2	5.6 %	-2	National
12 : Semi-Skilled Manual Workers	National	72	1	1.4 %	3	4.8 %	-2	National
<b>Total</b>		<b>339</b>	<b>6</b>	<b>1.8 %</b>	<b>17</b>	<b>4.8 %</b>	<b>-11</b>	

Total may not equal sum of components due to rounding.

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

### Workforce Analysis - Detailed Report

Date: 2017-06-29

005922

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Due to the highly technical nature of our business, we changed our recruitment setting to NOC.

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

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	NOC (default EEOG)	National
02 : Middle and Other Managers	NOC (default EEOG)	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	NOC (default EEOG)	CMA
07 : Administrative and Senior Clerical Personnel	NOC (default EEOG)	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	NOC (default EEOG)	CMA
11 : Intermediate Sales and Service Personnel	NOC (default EEOG)	CMA
12 : Semi-Skilled Manual Workers	NOC (default EEOG)	CMA

**Workforce Analysis - Detailed Report**

Date: 2017-06-29

**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
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National



Workplace Equity Information Management System - Levitt Safety Limited

**Workforce Analysis - Summary Report**

Date: 2017-06-29

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	13	3	23.1 %	30.9 %	4	-1
02 : Middle and Other Managers	23	10	43.5 %	39.0 %	9	1
03 : Professionals	17	5	29.4 %	39.7 %	7	-2
04 : Semi-Professionals and Technicians	23	0	0.0 %	11.2 %	3	-3
05 : Supervisors	19	6	31.6 %	64.1 %	12	-6
07 : Administrative and Senior Clerical Personnel	27	22	81.5 %	84.1 %	23	-1
08 : Skilled Sales and Service Personnel	46	10	21.7 %	26.2 %	12	-2
09 : Skilled Crafts and Trades Workers	63	0	0.0 %	2.1 %	1	-1
10 : Clerical Personnel	7	6	85.7 %	72.4 %	5	1
11 : Intermediate Sales and Service Personnel	29	24	82.8 %	65.6 %	19	5
12 : Semi-Skilled Manual Workers	72	15	20.8 %	16.5 %	12	3
<b>Total</b>	<b>339</b>	<b>101</b>	<b>29.8 %</b>	<b>31.4 %</b>	<b>107</b>	<b>-6</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Summary Report**

Date: 2017-06-29

Employment Equity Occupational Group	Aboriginal Peoples		Aboriginal Peoples		Availability #	Gap #
	All Employees #	Representation %	Availability %	Availability #		
01 : Senior Managers	13	0.0%	1.9%	0	0	
02 : Middle and Other Managers	23	0.0%	1.8%	0	0	
03 : Professionals	17	0.0%	1.6%	0	0	
04 : Semi-Professionals and Technicians	23	0.0%	2.9%	1	-1	
05 : Supervisors	19	5.3%	4.3%	1	0	
07 : Administrative and Senior Clerical Personnel	27	3.7%	3.8%	1	0	
08 : Skilled Sales and Service Personnel	46	0.0%	2.1%	1	-1	
09 : Skilled Crafts and Trades Workers	63	3.2%	5.2%	3	-1	
10 : Clerical Personnel	7	0.0%	4.7%	0	0	
11 : Intermediate Sales and Service Personnel	29	3.4%	4.5%	1	0	
12 : Semi-Skilled Manual Workers	72	0.0%	2.8%	2	-2	
<b>Total</b>	<b>339</b>	<b>1.5%</b>	<b>3.3%</b>	<b>10</b>	<b>-5</b>	

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Summary Report**  
 Date: 2017-06-29

Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Members of Visible Minorities		Gap #
	#	%	#	%	Availability #	Gap #	
01 : Senior Managers	13	0.0 %	0	11.7 %	2	-2	
02 : Middle and Other Managers	23	4.3 %	1	15.5 %	4	-3	
03 : Professionals	17	29.4 %	5	24.3 %	4	1	
04 : Semi-Professionals and Technicians	23	26.1 %	6	23.7 %	5	1	
05 : Supervisors	19	5.3 %	1	8.0 %	2	-1	
07 : Administrative and Senior Clerical Personnel	27	11.1 %	3	9.3 %	3	0	
08 : Skilled Sales and Service Personnel	46	6.5 %	3	14.4 %	7	-4	
09 : Skilled Crafts and Trades Workers	63	4.8 %	3	7.9 %	5	-2	
10 : Clerical Personnel	7	28.6 %	2	1.7 %	0	2	
11 : Intermediate Sales and Service Personnel	29	20.7 %	6	12.3 %	4	2	
12 : Semi-Skilled Manual Workers	72	23.6 %	17	19.9 %	14	3	
<b>Total</b>	<b>339</b>	<b>13.9 %</b>	<b>47</b>	<b>14.3 %</b>	<b>50</b>	<b>-3</b>	

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - Levitt Safety Limited  
**Workforce Analysis - Summary Report**  
 Date: 2017-06-29

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation	Persons with Disabilities		Availability	Gap
	#	#	%	%	#	#
01/02 : Managers	36	1	2.8 %	4.3 %	2	-1
03 : Professionals	17	0	0.0 %	3.8 %	1	-1
04 : Semi-Professionals and Technicians	23	0	0.0 %	4.6 %	1	-1
05 : Supervisors	19	0	0.0 %	13.9 %	3	-3
07 : Administrative and Senior Clerical Personnel	27	1	3.7 %	3.4 %	1	0
08 : Skilled Sales and Service Personnel	46	0	0.0 %	3.5 %	2	-2
09 : Skilled Crafts and Trades Workers	63	2	3.2 %	3.8 %	2	0
10 : Clerical Personnel	7	1	14.3 %	7.0 %	0	1
11 : Intermediate Sales and Service Personnel	29	0	0.0 %	5.6 %	2	-2
12 : Semi-Skilled Manual Workers	72	1	1.4 %	4.8 %	3	-2
<b>Total</b>	<b>339</b>	<b>6</b>	<b>1.8 %</b>	<b>4.8 %</b>	<b>17</b>	<b>-11</b>

Total may not equal sum of components due to rounding.

### Workforce Analysis - Summary Report

Date: 2017-06-29

005928

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Due to the highly technical nature of our business, we changed our recruitment setting to NOC.

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

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	NOC (default EEOG)	National
02 : Middle and Other Managers	NOC (default EEOG)	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	NOC (default EEOG)	CMA
07 : Administrative and Senior Clerical Personnel	NOC (default EEOG)	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	NOC (default EEOG)	CMA
11 : Intermediate Sales and Service Personnel	NOC (default EEOG)	CMA
12 : Semi-Skilled Manual Workers	NOC (default EEOG)	CMA



**Workforce Analysis - Summary Report**

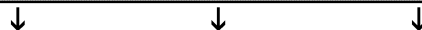
Date: 2017-06-29

**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
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National

<b>Federal Contractors Program Achievement Table</b>
<b>Part 1: Workforce Analysis</b>
<b>Levitt-Safety Limited</b>
<b>2017-06-28</b>

<b>Data from Previous Workforce Analysis</b>
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2016	01	25

<b>Data from Current Workforce Analysis</b>
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Date of Current Workforce Analysis		
YYYY	MM	DD
2017	06	23

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		Previous Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
01	Senior Managers	15	3	27.4
02	Middle & Other Managers	74	23	38.9
03	Professionals	25	8	36.5
04	Semi-Professionals & Technicians	19	0	10.5
05	Supervisors	22	6	61.2
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	26	21	84.9
08	Skilled Sales & Service Personnel	1	1	29.1
09	Skilled Crafts & Trades Workers	63	0	2.1
10	Clerical Personnel	11	7	71.1
11	Intermediate Sales & Service Personnel	26	20	67.9
12	Semi-Skilled Manual Workers	68	12	18.5
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>350</b>	<b>101</b>	<b>0.0</b>

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Current Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
		13	3	30.9
		23	10	39.0
		17	5	39.7
		23	0	11.2
		19	6	64.1
		0	0	0.0
		27	22	84.1
		46	10	26.2
		63	0	2.1
		7	6	72.4
		29	24	65.6
		72	15	16.5
		0	0	0.0
		0	0	0.0
<b>Total</b>		<b>339</b>	<b>101</b>	<b>0.0</b>

<b>* Source:</b>

<b>* Source:</b>

**Federal Contractors Program Achievement Table**  
**Part 1: Workforce Analysis**  
**Levitt-Safety Limited**  
**2017-06-28**

**Data from Previous Workforce Analysis**

Date of Previous Workforce Analysis	MM	DD
YYYY	01	25
2016		

**Data from Current Workforce Analysis**

Date of Current Workforce Analysis	MM	DD
YYYY	06	23
2017		

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples		
	All Employees	Previous Workforce Analysis	
		Representation	Aboriginal Peoples Availability*
#	#	%	%
01 Senior Managers	15	0	2.9
02 Middle & Other Managers	74	0	2.2
03 Professionals	25	0	1.5
04 Semi-Professionals & Technicians	19	0	2.8
05 Supervisors	22	1	5.7
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	26	1	3.7
08 Skilled Sales & Service Personnel	1	0	1.0
09 Skilled Crafts & Trades Workers	63	3	5.3
10 Clerical Personnel	11	0	4.0
11 Intermediate Sales & Service Personnel	26	1	4.4
12 Semi-Skilled Manual Workers	68	1	4.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>350</b>	<b>7</b>	<b>0.0</b>

Employment Equity Occupational Group (EEOG)	Table 6: Aboriginal Peoples		
	All Employees	Current Workforce Analysis	
		Representation	Aboriginal Peoples Availability*
#	#	%	%
01 Senior Managers	13	0	1.9
02 Middle & Other Managers	23	0	1.8
03 Professionals	17	0	1.6
04 Semi-Professionals & Technicians	23	0	2.9
05 Supervisors	19	1	4.3
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	27	1	3.8
08 Skilled Sales & Service Personnel	46	0	2.1
09 Skilled Crafts & Trades Workers	63	2	5.2
10 Clerical Personnel	7	0	4.7
11 Intermediate Sales & Service Personnel	29	1	4.5
12 Semi-Skilled Manual Workers	72	0	2.8
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>339</b>	<b>5</b>	<b>0.0</b>

\* Source:  
0

\* Source:  
0

**Federal Contractors Program Achievement Table**  
**Part 1: Workforce Analysis**  
**Levitt-Safety Limited**  
**2017-06-28**

**Data from Previous Workforce Analysis**

Date of Previous Workforce Analysis	MM	DD
YYYY	01	25
2016		

**Data from Current Workforce Analysis**

Date of Current Workforce Analysis	MM	DD
YYYY	06	23
2017		

Employment Equity Occupational Group (EEOG)	Previous Workforce Analysis		
	All Employees	Members of Visible Minorities	Availability*
	#	Representation	%
01 Senior Managers	15	0	10.1
02 Middle & Other Managers	74	6	15.0
03 Professionals	25	6	26.9
04 Semi-Professionals & Technicians	19	5	23.6
05 Supervisors	22	1	10.8
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	26	1	8.5
08 Skilled Sales & Service Personnel	1	0	8.5
09 Skilled Crafts & Trades Workers	63	2	7.7
10 Clerical Personnel	11	5	10.1
11 Intermediate Sales & Service Personnel	26	9	14.3
12 Semi-Skilled Manual Workers	68	16	20.5
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>350</b>	<b>51</b>	<b>0.0</b>

Employment Equity Occupational Group (EEOG)	Current Workforce Analysis		
	All Employees	Members of Visible Minorities	Availability*
	#	Representation	%
01 Senior Managers	13	0	11.7
02 Middle & Other Managers	23	1	15.5
03 Professionals	17	5	24.3
04 Semi-Professionals & Technicians	23	6	23.7
05 Supervisors	19	1	8.0
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	27	3	9.3
08 Skilled Sales & Service Personnel	46	3	14.4
09 Skilled Crafts & Trades Workers	63	3	7.9
10 Clerical Personnel	7	2	1.7
11 Intermediate Sales & Service Personnel	29	6	12.3
12 Semi-Skilled Manual Workers	72	17	19.9
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>339</b>	<b>47</b>	<b>0.0</b>

\* Source:  
0

\* Source:  
0



**Federal Contractors Program Achievement Table**  
**Part 1: Workforce Analysis**  
**Levitt-Safety Limited**  
**2017-06-28**

**Data from Previous Workforce Analysis**

Date of Previous Workforce Analysis	MM	DD
YYYY		
2016	01	25

**Data from Current Workforce Analysis**

Date of Current Workforce Analysis	MM	DD
YYYY		
2017	06	23

Employment Equity Occupational Group (EEOG)	Previous Workforce Analysis		
	All Employees	Persons with Disabilities	
	#	Representation	Availability*
01/02 Managers	89	2	4.3
03 Professionals	25	1	3.8
04 Semi-Professionals & Technicians	19	0	4.6
05 Supervisors	22	0	13.9
06 Supervisors: Crafts & Trades	0	0	3.4
07 Administrative & Senior Clerical Personnel	26	1	3.4
08 Skilled Sales & Service Personnel	1	0	3.5
09 Skilled Crafts & Trades Workers	63	3	3.8
10 Clerical Personnel	11	2	7.0
11 Intermediate Sales & Service Personnel	26	0	5.6
12 Semi-Skilled Manual Workers	68	1	4.8
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>350</b>	<b>10</b>	<b>0.0</b>

Employment Equity Occupational Group (EEOG)	Current Workforce Analysis		
	All Employees	Persons with Disabilities	
	#	Representation	Availability*
01/02 Managers	36	1	4.3
03 Professionals	17	0	3.8
04 Semi-Professionals & Technicians	23	0	4.6
05 Supervisors	19	0	13.9
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	27	1	3.4
08 Skilled Sales & Service Personnel	46	0	3.5
09 Skilled Crafts & Trades Workers	63	2	3.8
10 Clerical Personnel	7	1	7.0
11 Intermediate Sales & Service Personnel	29	0	5.6
12 Semi-Skilled Manual Workers	72	1	4.8
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>339</b>	<b>6</b>	<b>0.0</b>

\* Source:

\* Source:

**Federal Contractors Program Achievement Table**  
**Part 2: Flow Data Analysis**  
**Levitt-Safety Limited**

42914

Start Date of Flow Data			
YYYY	MM	DD	
2016	06	29	

End Date of Flow Data			
YYYY	MM	DD	
2017	06	21	

**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 Hired								Table 5: Women Promoted								Table 9: Women Terminated							
	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	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated								
01 Senior Managers	1	0	0	0	3	0	0	0	3	0	0	0	0	3	0	0	0							
02 Middle & Other Managers	3	0	0	0	3	1	0	0	8	1	0	0	0	8	1	0	0							
03 Professionals	1	0	0	0	2	0	0	0	6	2	0	0	0	6	2	0	0							
04 Semi-Professionals & Technicians	7	0	0	0	3	0	0	0	3	0	0	0	0	3	0	0	0							
05 Supervisors	0	0	0	0	3	1	0	0	3	0	0	0	0	3	0	0	0							
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
07 Administrative & Senior Clerical Personnel	5	0	0	0	0	0	0	0	9	0	0	0	0	9	0	0	0							
08 Skilled Sales & Service Personnel	10	1	0	0	5	2	0	0	12	4	0	0	0	12	4	0	0							
09 Skilled Crafts & Trades Workers	16	0	0	0	4	0	0	0	13	0	0	0	0	13	0	0	0							
10 Clerical Personnel	4	4	0	0	0	0	0	0	2	2	0	0	0	2	2	0	0							
11 Intermediate Sales & Service Personnel	7	6	0	0	2	2	0	0	4	3	0	0	0	4	3	0	0							
12 Semi-Skilled Manual Workers	14	2	0	0	1	0	0	0	15	0	0	0	0	15	0	0	0							
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
<b>Total</b>	<b>68</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>78</b>	<b>20</b>	<b>4</b>	<b>0</b>	<b>3</b>											

**Federal Contractors Program Achievement Table**  
**Part 2: Flow Data Analysis**  
**Levitt-Safety Limited**

42914

Start Date of Flow Data		
YYYY	MM	DD
2016	06	29

End Date of Flow Data		
YYYY	MM	DD
2017	06	21

**Data from Form 4 - Employees Hired**

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	7	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	0	0
08 Skilled Sales & Service Personnel	10	0	0	0
09 Skilled Crafts & Trades Workers	16	1	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	7	0	0	0
12 Semi-Skilled Manual Workers	14	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>68</b>	<b>1</b>	<b>0</b>	<b>0</b>

**Data from Form 5 - Employees Promoted**

Employment Equity Occupational Group (EEOG)	Table 6: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
01 Senior Managers	3	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	2	0	0	0
04 Semi-Professionals & Technicians	3	0	0	0
05 Supervisors	3	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	5	0	0	0
09 Skilled Crafts & Trades Workers	4	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
01 Senior Managers	3	0	0	0
02 Middle & Other Managers	8	0	0	0
03 Professionals	6	0	0	0
04 Semi-Professionals & Technicians	3	0	0	0
05 Supervisors	3	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	9	1	2	0
08 Skilled Sales & Service Personnel	12	0	0	0
09 Skilled Crafts & Trades Workers	13	1	0	0
10 Clerical Personnel	2	0	2	0
11 Intermediate Sales & Service Personnel	4	0	0	0
12 Semi-Skilled Manual Workers	15	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>78</b>	<b>3</b>	<b>4</b>	<b>0</b>

**Federal Contractors Program Achievement Table**  
**Part 2: Flow Data Analysis**  
**Levitt-Safety Limited**

42914

Start Date of Flow Data		
YYYY	MM	DD
2016	06	29

End Date of Flow Data		
YYYY	MM	DD
2017	06	21

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	1	0	0	0	3	0	0	0	3	0	0	0
02 Middle & Other Managers	3	0	0	0	3	0	0	0	8	0	0	0
03 Professionals	1	0	0	0	2	0	0	0	6	0	0	0
04 Semi-Professionals & Technicians	7	0	0	0	3	0	0	0	3	0	0	0
05 Supervisors	0	0	0	0	3	0	0	0	3	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	0	0	0	0	0	0	9	0	2	0
08 Skilled Sales & Service Personnel	10	0	0	0	5	0	0	0	12	1	0	0
09 Skilled Crafts & Trades Workers	16	0	0	0	4	0	0	0	13	1	0	0
10 Clerical Personnel	4	0	0	0	0	0	0	0	2	0	2	0
11 Intermediate Sales & Service Personnel	7	0	0	0	2	0	0	0	4	0	0	0
12 Semi-Skilled Manual Workers	14	0	0	0	1	0	0	0	15	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
<b>Total</b>	<b>68</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>78</b>	<b>2</b>	<b>4</b>	<b>0</b>

**Federal Contractors Program Achievement Table**  
**Part 2: Flow Data Analysis**  
**Levitt-Safety Limited**

42914

Start Date of Flow Data		
YYYY	MM	DD
2016	06	29

End Date of Flow Data		
YYYY	MM	DD
2017	06	21

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	1	0	0	0	3	0	0	0	3	0	0	0
02 Middle & Other Managers	3	0	0	0	3	0	0	0	8	1	0	0
03 Professionals	1	1	0	0	2	0	0	0	6	2	0	0
04 Semi-Professionals & Technicians	7	2	0	0	3	1	0	0	3	1	0	0
05 Supervisors	0	0	0	0	3	0	0	0	3	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	1	0	0	0	0	0	0	9	0	2	0
08 Skilled Sales & Service Personnel	10	1	0	0	5	1	0	0	12	2	0	0
09 Skilled Crafts & Trades Workers	16	2	0	0	4	0	0	0	13	0	0	0
10 Clerical Personnel	4	1	0	0	0	0	0	0	2	1	2	0
11 Intermediate Sales & Service Personnel	7	0	0	0	2	0	0	0	4	1	0	0
12 Semi-Skilled Manual Workers	14	1	0	0	1	0	0	0	15	2	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
<b>Total</b>	<b>68</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>78</b>	<b>10</b>	<b>4</b>	<b>0</b>



**Federal Contractors Program Achievement Table**  
**Part 3: Goals**  
**Levitt-Safety Limited**  
**42914**

**Data from Previous Goals**

↓   ↓   ↓   ↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2016	2019	2016	

**Data from Current Goals**

↓   ↓   ↓   ↓

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	

**Table 1: Women**

	Short-term Goals		Long-term Goals	
	#	%	#	%
<b>Employment Equity Occupational Group (EEOG)</b>				
01 Senior Managers	1	0.0	0	0.0
02 Middle & Other Managers	2	0.0	2	0.0
03 Professionals	1	0.0	0	0.0
04 Semi-Professionals & Technicians	1	0.0	1	0.0
05 Supervisors	2	0.0	2	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	1	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	1	0.0	0	0.0
10 Clerical Personnel	1	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	1	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>11</b>	<b>0.0</b>	<b>5</b>	<b>0.0</b>

**Table 5: Women**

	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	2	0.0	0	0.0
02 Middle & Other Managers	2	0.0	0	0.0
03 Professionals	1	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	4	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	2	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	2	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	2	0.0	0	0.0
12 Semi-Skilled Manual Workers	2	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>11</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

<b>Federal Contractors Program Achievement Table</b>	
<b>Part 3: Goals</b>	
<b>Levitt-Safety Limited</b>	
<b>42914</b>	

<b>Data from Previous Goals</b>	
↓	↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2016	2019	2016	0

<b>Data from Current Goals</b>	
↓	↓

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	0

**Table 2: Aboriginal Peoples**

	Aboriginal Peoples			
	Short-term Goals		Long-term Goals	
	#	%	#	%
<b>Employment Equity Occupational Group (EEOG)</b>				
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	1	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	1	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	1	0.0	1	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>2</b>	<b>0.0</b>	<b>2</b>	<b>0.0</b>

**Table 6: Aboriginal Peoples**

	Aboriginal Peoples			
	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	1	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	1	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	1	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	1	0.0	0	0.0
12 Semi-Skilled Manual Workers	1	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>3</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

<b>Federal Contractors Program Achievement Table</b>	
<b>Part 3: Goals</b>	
<b>Levitt-Safety Limited</b>	
<b>42914</b>	

<b>Data from Previous Goals</b>	
↓	↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2016	2019	2016	0

<b>Data from Current Goals</b>	
↓	↓

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	0

**Table 3: Persons with Disabilities**

	Persons with Disabilities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
<b>Employment Equity Occupational Group (EEOG)</b>				
01/02 Managers	1	0.0	1	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	1	0.0	0	0.0
05 Supervisors	1	0.0	2	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	1	0.0	0	0.0
12 Semi-Skilled Manual Workers	1	0.0	1	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>5</b>	<b>0.0</b>	<b>4</b>	<b>0.0</b>

**Table 7: Persons with Disabilities**

	Persons with Disabilities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
01/02 Managers	1	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	1	0.0	0	0.0
05 Supervisors	1	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	1	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	1	0.0	0	0.0
12 Semi-Skilled Manual Workers	1	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>2</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>



<b>Federal Contractors Program Achievement Table</b>	
<b>Part 3: Goals</b>	
<b>Levitt-Safety Limited</b>	
<b>42914</b>	

<b>Data from Previous Goals</b>	↓	↓	↓	↓
---------------------------------	---	---	---	---

Duration of Previous Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYY	YYYY	YYYY
2016	2019	2016	0

<b>Data from Current Goals</b>	↓	↓	↓	↓
--------------------------------	---	---	---	---

Duration of Current Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYY	YYYY	YYYY
2017	2020	2017	0

**Table 4: Members of Visible Minorities**

	Members of Visible Minorities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
<b>Employment Equity Occupational Group (EEOG)</b>				
01	1	0.0	1	0.0
02	1	0.0	2	0.0
03	1	0.0	0	0.0
04	0	0.0	0	0.0
05	1	0.0	0	0.0
06	0	0.0	0	0.0
07	1	0.0	0	0.0
08	0	0.0	0	0.0
09	2	0.0	1	0.0
10	0	0.0	0	0.0
11	0	0.0	0	0.0
12	0	0.0	0	0.0
13	0	0.0	0	0.0
14	0	0.0	0	0.0
Total	7	0.0	4	0.0

**Table 8: Members of Visible Minorities**

	Members of Visible Minorities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
0	0	0.0	0	0.0
2	2	0.0	0	0.0
1	1	0.0	0	0.0
1	1	0.0	0	0.0
1	1	0.0	0	0.0
0	0	0.0	0	0.0
2	2	0.0	0	0.0
1	1	0.0	0	0.0
3	3	0.0	0	0.0
0	0	0.0	0	0.0
1	1	0.0	0	0.0
2	2	0.0	0	0.0
0	0	0.0	0	0.0
0	0	0.0	0	0.0
8	8	0.0	0	0.0































**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Levit-Safety Limited**  
**42914**

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	Z		
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis
<b>Workforce Analysis</b>																											
<b>Workforce</b>																											
<b>Persons with Disabilities</b>																											
<b>Hires</b>																											
<b>Flow Data Analysis</b>																											
<b>Persons with Disabilities</b>																											
<b>Promotions</b>																											
<b>Terminations</b>																											
<b>Turnover Rate</b>																											
<b>Occupational Group (EOG)</b>																											
<b>Year</b>																											
<b>All Employees</b>																											
<b>Representation</b>																											
<b>Availability</b>																											
<b>Gap</b>																											
<b>EE Result</b>																											
<b>All Employees</b>																											
<b>Actual</b>																											
<b>Expected</b>																											
<b>Difference</b>																											
<b>All Employees</b>																											
<b>Actual</b>																											
<b>Expected</b>																											
<b>Difference</b>																											
<b>All Employees</b>																											
<b>Actual</b>																											
<b>Expected</b>																											
<b>Difference</b>																											
<b>Turnover Rate</b>																											
07	Administrative & Senior Clerical	2016	26	1	3.8	3.4	1	0	113.1	5	0	0.0	0	0	0	0	0.0	0	0	0	11	0	0.0	0	0	41.5	
07	Administrative & Senior Clerical	2017	27	1	3.7	3.4	1	0	108.9	5	0	0.0	0	0	0	0	0.0	0	0	0	11	0	0.0	0	0	41.5	
08	Skilled Sales & Service Personnel	2016	1	0	0.0	3.5	0	0	0.0	10	0	0.0	0	0	5	0	0.0	0	0	0	12	1	8.3	0	1	51.1	
08	Skilled Sales & Service Personnel	2017	46	0	0.0	3.5	2	-2	0.0	10	0	0.0	0	0	5	0	0.0	0	0	0	12	1	8.3	0	1	51.1	
09	Skilled Crafts & Trades Workers	2016	63	3	4.8	3.8	2	1	125.3	16	0	0.0	1	-1	4	0	0.0	0	0	0	13	1	7.7	1	0	20.6	
09	Skilled Crafts & Trades Workers	2017	63	2	3.2	3.8	2	0	83.5	16	0	0.0	1	-1	4	0	0.0	0	0	0	13	1	7.7	1	0	20.6	

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		Short-term Goals		Long-term Goals		Comments
		All Employees	Persons with Disabilities	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	5	0	0.0	0	0.0	0	10 out of 441 employees recorded self-identified, to double this to 20 does not seem feasible. We do have wording in ot
08	Skilled Sales & Service Personnel	15	0	0.0	0	0.0	0	
09	Skilled Crafts & Trades Workers	20	0	0.0	0	0.0	0	









**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**Levit-Safety Limited**  
**42914**

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	Z
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U + \frac{((DYear1 + DYear2) \div 2) \times 100}{}$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Employees						Visible Minorities						All Employees						Visible Minorities					
		#	Representation %	Availability %	Gap #	EE Result %	EE Result %	#	Actual %	Expected %	Difference #	Employment #	Actual %	Expected %	Difference #	Employment #	Actual %	Expected %	Difference #	Employment #	Actual %	Expected %	Difference #	Turnover Rate %	
04	Semi-Professionals & Technicians	2016	19	26.3	23.6	4	1	111.5	7	2	28.6	2	0	3	1	33.3	1	0	3	1	33.3	1	0	14.3	
		2017	23	26.1	23.7	5	1	110.1	7	2	28.6	2	0	3	1	33.3	1	0	3	1	33.3	1	0	14.6	
05	Supervisors	2016	22	4.5	10.8	2	-1	42.1	0	0	0.0	0	0	3	0	0.0	0	0	3	0	0.0	0	0	0	
		2017	19	5.3	8.0	2	-1	65.8	0	0	0.0	0	0	3	0	0.0	0	0	3	0	0.0	0	0	0	
06	Supervisors: Crafts & Trades	2016	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	
		2017	0	0.0	0.0	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	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		
		#	%	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 %	
04	Semi-Professionals & Technicians	2017	10	30.0	0	0.0	0	0.0	0	0.0	0	0.0		
		2020	10	30.0	1	300.0	0	0.0	0	0.0	0	0.0		
05	Supervisors	2017	3	0.0	1	0.0	0	0.0	0	0.0	0	0.0		
		2020	3	0.0	1	0.0	0	0.0	0	0.0	0	0.0		
06	Supervisors: Crafts & Trades	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
		2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		



**Federal Contractors Program Achievement Table**

**Part 7: Results - Members of Visible Minorities**

**Levitt-Safety Limited**

**42914**

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	Z
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	U ÷ ((DYear1 + DYear2) ÷ 2) x 100
<b>Employment Equity Occupational Group (EOG)</b>	<b>Year</b>	<b>Workforce Analysis</b>								<b>Flow Data Analysis</b>															
		<b>Workforce</b>								<b>Hires</b>				<b>Promotions</b>				<b>Terminations</b>				<b>Turnover Rate</b>			
		<b>Visible Minorities</b>								<b>Visible Minorities</b>				<b>Visible Minorities</b>				<b>Visible Minorities</b>							
		All Employees	Representation		Availability		Gap		EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference		All Employees	Actual	Expected
#	#	#	%	%	#	#	%	#	#	%	#	%	#	#	#	%	#	%	#	#	#		%	#	%
10	Clerical Personnel	2016	11	5	45.5	10.1	1	4	450.0																
		2017	7	2	28.6	1.7	0	2	1,680.7	4	1	25.0	0	1	0	0	0.0	0	0	4	1	25.0	2	-1	44.4
11	Intermediate Sales & Service Personnel	2016	26	9	34.6	14.3	4	5	242.1																
		2017	29	6	20.7	12.3	4	2	168.2	7	0	0.0	1	-1	2	0	0.0	1	-1	4	1	25.0	1	0	14.5
12	Semi-Skilled Manual Workers	2016	68	16	23.5	20.5	14	2	114.8																
		2017	72	17	23.6	19.9	14	3	118.6	14	1	7.1	3	-2	1	0	0.0	0	0	15	2	13.3	4	-2	21.4

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

<b>Employment Equity Occupational Group (EOG)</b>	<b>Year</b>	<b>New Entrants</b>				<b>Goals</b>								<b>Comments</b>
		<b>Hires and Promotions</b>				<b>Short-term Goals</b>				<b>Long-term Goals</b>				
		<b>Visible Minorities</b>				<b>Visible Minorities</b>				<b>Visible Minorities</b>				
		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	
#	#	#	%	#	%	%	%	#	#	%	#			
10	Clerical Personnel	2017	4	1	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	4	1	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
11	Intermediate Sales & Service Personnel	2017	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	9	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
12	Semi-Skilled Manual Workers	2017	15	1	6.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	15	1	6.7	2	50.0	0.0	0.0	0	0.0	0.0	0.0	



## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** Levitt-Safety Limited

**Primary Location:** Oakville, Ontario.

**Number of Employees:** 339 employees. The employees are located in Ontario (161 employees) and Alberta (108 employees).

**Organization Overview:** NAICS: 4189 (Other Miscellaneous Wholesaler-Distributors).

Levitt-Safety is family owned organization offering Occupational Health and Safety products and services to individuals and businesses across Canada.

### Key Dates – First Year Assessment

Initiated: 2014-06-23  
 Received: 2016-01-29  
 Closed: 2016-02-03  
 Workforce 2016-01-29  
 Analysis:

### Key Dates – Subsequent Assessment

Initiated: 2017-06-28  
 Received: 2017-07-04  
 Workforce 2017-06-29  
 Analysis:  
 Extensions dates: 2018-01-22 and 2018-04-27

### DATA VERIFICATION

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

Yes  No

Comments:

The data from the previous workforce analysis included in the Achievement Table is consistent with what is in the database.

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

Yes  No



**Comments:**

Discrepancies were noted in the Flow Data Analysis Tab in the Achievement Table – all corrections were made based on the forms 1 to 6 from WEIMS.

**ASSESSMENT OF REASONABLE PROGRESS**

All goals on the first assessment were set by number.

**Women**

1.	Senior Managers	Goal not met (0%)
2.	Middle & Other Managers	Goal not met (50%)
3.	Professionals	Goal not met (0%)
4.	Semi-Professionals & Technicians	Goal not met (0%)
5.	Supervisors	Goal not met (50%)
7.	Administrative & Senior Clerical Personnel	Goal met (500%)
9.	Skilled Crafts & Trades Workers	Goal not met (0%)
10.	Clerical Personnel	Goal met (400%)
12.	Semi-Skilled Manual Workers	Goal met (200%)

**Assessment/Observations**

Out of seven required goals, one was met at level above 80% and six were not met.

- EEOG 01: four new entrants and none were women. At least one would have been expected given an availability of 27.4%.
- EEOG 02: women represented 16.7% of new entrants (1 out of 6 hires). This is below their availability of 38.9%. Two women would have been expected.
- EEOG 03: three new entrants and none were women. With an availability rate of 36.5%, one would have been expected.
- EEOG 04: ten new entrants and none were women. One would have been expected given an availability of 10.5%.
- EEOG 05: Woman represented 33.3% of new entrants (1 woman out of 3 new entrants). This is below 80% of the goal and the availability of 61% but it is acceptable.
- EEOG 07: A goal of 1 has been set to address the gap of -1. No goal should be set given that the representation of women was 80.8% in 2016.
- EEOG 09: 20 new entrants and none were women. This is to be expected given the availability is 2.1%.
- EEOG 10: A goal of 1 has been set to address the gap of -1. No goal should be set given that the representation of women was 63.6% in 2016.

**Aboriginal Peoples**

2.	Middle & Other Managers	No short term goal set
----	-------------------------	------------------------

4.	Semi-Professionals & Technicians	Goal not met (0%)
12.	Semi-Skilled Manual Workers	Goal not met (0%)

#### Assessment/Observations

Out of two goals set, none were met. One gap didn't have a short term goal set.

- EEOG 02: A gap of -2 but no short term goal was set. Six new entrants and none was an Aboriginal. This is to be expected with an availability of 2.2%.
- EEOG 04: Ten new entrants and none were Aboriginals. This is to be expected with an availability of 2.8%.
- EEOG 12: 15 new entrants and none were Aboriginals. This is to be expected with an availability of 4%.

#### **Person with Disabilities**

1./2.	Managers	Goal not met (0%)
4.	Semi-Professionals & Technicians	Goal not met (0%)
5.	Supervisors	Goal not met (0%)
11.	Intermediate Sales & Service Personnel	Goal not met (0%)
12.	Semi-Skilled Manual Workers	Goal not met (0%)

#### Assessment/Observations

Out of five goals set, none were met.

- EEOG 1/2: Ten new entrants and none were persons with disability. This is to be expected given the availability of 4.3%.
- EEOG 4: Ten new entrants and none were persons with disability. This is to be expected with an availability of 4.6%.
- EEOG 5: Three new entrants and none were persons with disability. This is to be expected with an availability of 13.9%.
- EEOG 11: Nine new entrants and none were persons with disability. This is to be expected with an availability of 5.6%.
- EEOG 12: 15 new entrants and none were persons with disability. This is to be expected with an availability of 4.8%.

#### **Members of Visible Minorities**

1.	Senior Managers	Goal not met (0%)
2.	Middle & Other Managers	Goal not met (0%)
3.	Professionals	Goal met (100%)
5.	Supervisors	Goal not met (0%)
7.	Administrative & Senior Clerical Personnel	Goal met (100)
9.	Skilled Crafts & Trades Workers	Goal met (100%)

#### Assessment/Observations



Out of six required goals, three were met at levels above 80% and three were not met.

- EEOG 1: Four new entrants and none were members of visible minorities. This is to be expected with an availability of 10.1%.
- EEOG 2: Six new entrants and none were members of visible minorities. This is to be expected with an availability of 15%.
- EEOG 5: Three new entrants and none were members of visible minorities. This is to be expected with an availability of 10.8%.

### ASSESSMENT OF REASONABLE EFFORTS

An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

- Out of 23 required goals set, only four were met above 80%, 18 goals were not met and one gap didn't have a goal set.
- For 13 instances where the goals were not met, there was insufficient hiring and promotion opportunities in each respective occupational group to expect that reasonable progress would be made.
- There are four instances (EEOG 1, 2, 3 and 4) where sufficient hires and promotions were made to expect opportunities for designated groups (Women).
- Given that only 17 months elapsed between the two workforce analysis (first year Workforce analysis (WFA) is dated January 29, 2016 and subsequent WFA is dated June 29, 2017) , it is reasonable to expect that progress could have been made if the company had a full three years to achieve the goals.
- In view of the above, an assessment of reasonable efforts is not required.

### ASSESSMENT OF GOALS

#### *Short-term goals*

All gaps have short and long term goals and are set by number.

#### Women

- EEOG 01: a goal of 1 has been set to address the gap of -1. Given the availability of 27.4%, this is acceptable.
- EEOG 03: a goal of 2 has been set to address the gap of -2. Given the availability of 39.7%, this is acceptable.
- EEOG 04: a goal of 3 is set to address the gap of -3. Given that there is no representation of women in this category and the availability of 11.2%, efforts should be made to hire at least, one women.
- EEOG 05: a goal of 6 has been set to address the gap of -6. This is acceptable given the availability of 60.7%.

- EEOG 07: a goal of 1 has been set to address the gap of -1. No goal should be set given that the representation of women is 81.7%.
- EEOG 08: a goal of 2 has been set to address the gap of -2. This is acceptable given the availability of 26.2%.
- EEOG 09: a goal of 1 has been set to address the gap of -1. This is acceptable given the availability of only 2.1%.

#### Aboriginal Peoples

- EEOG 02: a goal of 1 has been set to address the gap of -1. This is acceptable given the low availability of 2.2%
- EEOG 04: a goal of 1 has been set to address the gap of -1. This is acceptable given the availability of 2.9%.
- EEOG 08: a goal of 1 has been set to address the gap of -1. This is acceptable given the availability of 2.1%.
- EEOG 09: a goal of 1 has been set to address the gap of -1. This is acceptable given the low availability of 5.2%.
- EEOG 12: a goal of 3 has been set to address the gap of -3. This is acceptable given the low availability of 3.9%.

#### Members of Visible Minorities

- EEOG 01: a goal of 1 has been set to address the gap of -1. This is acceptable given the availability of 10.1%.
- EEOG 02: a goal of 2 has been set to address the gap of -2. This is acceptable given the availability of 15%.
- EEOG 05: a goal of 1 has been set to address the gap of -1. This is acceptable given the availability of 5.3%.
- EEOG 08: a goal of 4 has been set to address the gap of -4. This is acceptable given the availability of 6.5%.
- EEOG 09: a goal of 2 has been set to address the gap of -2. This is acceptable given the availability of 7.9%.

#### Persons with Disabilities

- EEOG 01/02: a goal of 1 has been set to address the gap of -1. This is acceptable given the availability 4.3%.
- EEOG 03: a goal of 1 has been set to address the gap of -1. This is acceptable given the availability 3.8%.
- EEOG 04: a goal of 1 has been set to address the gap of -1. This is acceptable given the availability 4.6%.
- EEOG 05: a goal of 3 has been set to address the gap of -3. This is acceptable given the availability 13.9%.
- EEOG 08: a goal of 2 has been set to address the gap of -2. This is acceptable given the availability 3.5%.

- EEOG 11: a goal of 2 has been set to address the gap of -2. This is acceptable given the availability 5.6%.
- EEOG 12: a goal of 2 has been set to address the gap of -2. This is acceptable given the availability 4.8%.

### **Long-term goals**

- A long-term goal has been set for every gap uncovered by the most recent workforce analysis.

### Assessment/Observations

Overall, short and long term goals were set by number at least for each EEOG where there are gaps.

Given that only 17 months elapsed between the two workforce analysis, it is reasonable to expect more progress in three years. However, given that Levitt is a business with a low turnover rate in EEOGs 1, 2, 3, 4 and 5 and has 24 gaps to cover it would be difficult to cover all the gaps on the short term but we should expect a reduction of the gaps.

### **RECOMMENDATION**

I recommend that the employer be found:

- in compliance     in non-compliance

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

- Although there is a gap in EEOGs 07 a goal is not required given that the representation of women in this occupational group exceed 50%. Where the representation of women is 50% or more, regardless of labour market availability a goal is not require so not to encourage the clustering of women in traditional roles and to ensure that occupations within these groups are welcoming of all genders.

To improve the representation of the four designated groups, Levitt may

- create an action plan to follow the progress of his Employment Equity representation;
- have a employment equity committee involving the senior management, employee representatives and,
- if not already done, the organization may want to consider establishing partnerships with institution or community groups in order to identify qualified candidates that can be considered to fill future vacancies.

**Name of Analyst:** Sylvie Fortin

**Date:** June 5, 2018

**Subject: Government of Canada Agreement Number: 060280 – Notification of Compliance with the Federal Contractors Program**

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

Dear Bruce Levitt:

I am writing to inform you that the subsequent compliance assessment initiated on June 28, 2017 has been completed. As a result of the assessment, Levitt Safety Limited has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Levitt Safety Limited's employment equity program.

- Although there is a gap in EEOGs 07 a goal is not required given that the representation of women in this occupational group exceeds 50%. Where the representation of women is 50% or more, regardless of labour market availability a goal is not required so as not to encourage the clustering of women in traditional roles and to ensure that occupations within these groups are welcoming of all genders.
- To improve the representation of the four designated groups, Levitt Safety Limited may
  - create an action plan to follow the progress of its Employment Equity representation;
  - establish an employment equity committee involving senior management, employee representatives and,
  - if not already done, the organization may want to consider establishing partnerships with institution or community groups in order to identify qualified candidates that can be considered to fill future vacancies.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on June 28, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Levitt Safety Limited will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Levitt Safety Limited continued success in achieving a diverse and inclusive workplace.

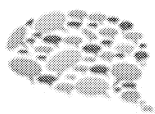
Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program

Employment and Social Development Canada / Government of Canada

[ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)



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

**From:** Sekulovski, Elizabeth <Elizabeth.Sekulovski@levitt-safety.com>  
**Sent:** December 20, 2017 10:19 AM  
**To:** EE-EME <ee-eme@hrsdcc-rhdcc.gc.ca>  
**Cc:** Sekulovski, Elizabeth <Elizabeth.Sekulovski@levitt-safety.com>; Bowers, Sheelagh <Sheelagh.Bowers@levitt-safety.com>  
**Subject:** RE: extension Request form

Hi Sylvie,

Please see attached "Extension Request Form". If you have any questions and/or concerns, please let me know.

Thanks,

Elizabeth



**Elizabeth Sekulovski**, HR Generalist and Benefits Administrator

2872 Bristol Circle, Oakville, Ontario Canada L6H 5T5

t. 905-829-3299 x3541 | tf. 888-453-8488 | f. 905-829-5422

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**From:** sylvie.g.fortin@labour-travail.gc.ca [mailto:sylvie.g.fortin@labour-travail.gc.ca] **On Behalf Of** ee-eme@hrsdcc-rhdcc.gc.ca

**Sent:** Wednesday, December 20, 2017 9:47 AM

**To:** Sekulovski, Elizabeth

**Subject:** extension Request form

**Importance:** High

Hi Elizabeth ,

As discussed, I understand that your organization would like to review your goals according to your Gaps and you need your Manager's approval prior to do so. Since your Manager is [REDACTED] Can you please complete the extension request form and send it back to us please.

Thanks for your cooperation.

Sylvie

Équipe de l'équité en emploi / Workplace Equity Team

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

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



**From:** Sekulovski, Elizabeth <Elizabeth.Sekulovski@levitt-safety.com>  
**Sent:** January 24, 2018 3:37 PM  
**To:** Fortin, Sylvie SY [NC] <sylvie.g.fortin@labour-travail.gc.ca>; EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>  
**Cc:** Sekulovski, Elizabeth <Elizabeth.Sekulovski@levitt-safety.com>; Bowers, Sheelagh <Sheelagh.Bowers@levitt-safety.com>  
**Subject:** RE: extension Request form

Hi Sylvie,

I have added our comments to the "Results" tabs. I hope this helps.

If you have any questions at all regarding the document and our comments, please let me know.

Thank you,

Elizabeth



**Elizabeth Sekulovski**, HR Generalist and Benefits Administrator

2872 Bristol Circle, Oakville, Ontario Canada L6H 5T5

t. 905-829-3299 x3541 | tf. 888-453-8488 | f. 905-829-5422

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**From:** [sylvie.g.fortin@labour-travail.gc.ca](mailto:sylvie.g.fortin@labour-travail.gc.ca) [<mailto:sylvie.g.fortin@labour-travail.gc.ca>]

**Sent:** January 24, 2018 2:37 PM

**To:** Sekulovski, Elizabeth; [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)

**Subject:** RE: extension Request form

Hi Elizabeth,

As per my voicemail, I reviewed your Achievement table and there is no comments and not all goals are covered. Can you please call me or check if you sent me the right version of the Achievement table 6

Regards,

Sylvie

**From:** Sekulovski, Elizabeth [mailto:Elizabeth.Sekulovski@levitt-safety.com]  
**Sent:** 22 janvier 2018 17:32  
**To:** EE-EME; Fortin, Sylvie SY [NC]  
**Cc:** Sekulovski, Elizabeth  
**Subject:** RE: extension Request form

Hi Ward,

Sorry to keep you waiting. We have updated the Achievement table, and tried to close the gaps where we could. Where we could not, we have attached a comment as to why.

If you have any questions, please to not hesitate to contact me.

Thank you,

Elizabeth

**Elizabeth Sekulovski**, HR Generalist and Benefits Administrator

2872 Bristol Circle, Oakville, Ontario Canada L6H 5T5

t. 905-829-3299 x3541 | tf. 888-453-8488 | f. 905-829-5422

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**From:** [ward.normandin@labour-travail.gc.ca](mailto:ward.normandin@labour-travail.gc.ca) [mailto:[ward.normandin@labour-travail.gc.ca](mailto:ward.normandin@labour-travail.gc.ca)] **On Behalf Of** [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)  
**Sent:** January 19, 2018 9:11 AM  
**To:** Sekulovski, Elizabeth; [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca); [sylvie.g.fortin@labour-travail.gc.ca](mailto:sylvie.g.fortin@labour-travail.gc.ca)  
**Subject:** RE: extension Request form

Good morning Elizabeth,

Thank you for your message. Unfortunately [REDACTED] is off this week, but I would be happy to help you get this finalized. Feel free to contact me directly at 819-654-4334.

I look forward to speaking with you.

All the best,  
Ward

Ward Normandin

Agent de programmes, Programme du travail

Emploi et Développement social Canada / Gouvernement du Canada

[ward.normandin@labour-travail.gc.ca](mailto:ward.normandin@labour-travail.gc.ca) / Tél. : 819-654-4334

Program Officer, Labour Program

Employment and Social Development Canada / Government of Canada

[ward.normandin@labour-travail.gc.ca](mailto:ward.normandin@labour-travail.gc.ca) / Tel. : 819-654-4334



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:** Sekulovski, Elizabeth [<mailto:Elizabeth.Sekulovski@levitt-safety.com>]

**Sent:** 2018-01-19 7:54 AM

**To:** EE-EME; Fortin, Sylvie SY [NC]

**Subject:** RE: extension Request form

Hi Sylvie,

I have left you a couple of messages and emails. I need you to refresh my memory on how I close the gap on the spreadsheets. I am very sorry, I can't recall exactly what I am to do. My manager was [REDACTED] and she's now returned and I would like to have this completed today for our deadline on Monday January 22<sup>nd</sup>.

Thank you,

Elizabeth



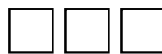
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**From:** [sylvie.g.fortin@labour-travail.gc.ca](mailto:sylvie.g.fortin@labour-travail.gc.ca) [<mailto:sylvie.g.fortin@labour-travail.gc.ca>] **On Behalf Of** [ee-eme@hrsdcc-rhdcc.gc.ca](mailto:ee-eme@hrsdcc-rhdcc.gc.ca)

**Sent:** December 20, 2017 9:47 AM

**To:** Sekulovski, Elizabeth

**Subject:** extension Request form

**Importance:** High

Hi Elizabeth ,

As discussed, I understand that your organization would like to review your goals according to your Gaps and you need your Manager's approval prior to do so. Since your Manager is out of the office till January 8, 2018, Can you please complete the extension request form and send it back to us please.

Thanks for your cooperation.

Sylvie

Équipe de l'équité en emploi / Workplace Equity Team

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

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