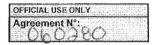


Human Resources and

Ressources humaines et Skills Development Canada Développement des compétences Canada

Labour Program **Federal Contractors Program** 



### **Agreement to Implement Employment Equity**

New Agreement				
*Revised Agreement				
<i>7</i> · · ·				
	ORGANIZATION			**************************************
Legal Name of Organization		Parent company is	located outside	Canada
Levitt-Safety Limited			1 V	71 No.
			Yes	☑ No
Operating Name (if different from Legal Name of Organization)		Procurement Busi	iness Number	
		Total number of em (Full-Time/Part-Tim		ada
Organization's North American Industry Classification System (NAICS	6) Code №		atcan.gc.ca/sub	Code Number please ects-sujets/standard- n02l-eng.htm
ONE DEVICE DATE OF A COMPANION OF THE PROPERTY		en en la procesió de la compañación.	ANGENERAL EN LA COLLE	Standard Commen
Official use only (if information above is incorrect)  Procurement Business Number  Total num	ber of employags in Canax	a I	Organization's	NAICS Code No
				(47)
den martin de la companya de la comp	HEAD OFFICE			
Address (building number, street, suite, etc.)	City	***************************************	Province	Postal Code
2872 Bristol Circle	Oakville		Ontario	L6H 5T5
	Telephone Numbe	ī	Fax Number	
	905 829 329	9	905 829	2919
EMPLOYN	VIENT EQUITY CONT	ACT	***************************************	de la companya de la
Name (print)	Title			
Sheelagh Bowers		, Safety and	Quality S	ystems
Telephone Number 905 287 3504	E-mail Address	wers@levitt-s	afety.com	
	CERTIFICATION			
The above-named organization:  • having a combined workforce of 100 or more permanent for	ull time narmanent nart	tima and tamparan	v amnlovase l	naving worked
12 weeks or more in Canada, AND	un-ume, permanent pere	-time and temporar	y employees	iavilla morrea
<ul> <li>intending to bid on, or being in receipt of, a federal govern Supply Arrangement, valued at \$1,000,000 or more (included)</li> </ul>		contract, standing	offer or contra	ct issued under a
Hereby certifies its commitment to implement or maintain empinstrument, in keeping with the Federal Contractors Program replease refer to: http://www.hrsdc.gc.ca/eng/labour/equality/fcp/	loyment equity on an or requirements. For more			
Important note: If an audit of the Agreement to Implement Enthe procurement instrument(s) with the Government of Canada		ers misrepresentati	on on the par	of the organization,
	SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR contract on behalf of the organization.	an authorized person it	n an executive posi	tion with legal	authority to sign a
Name (print)	Title			
Bruce Levitt	President			
Telephone Number	E-mail Address	DANGELINE PERCENT		
905 287 3532 Signature	bruce.levit	t@levitt-safe	ty.com	
Bu dill	2013-07-15			
		***************************************		

### RETURN INSTRUCTIONS

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: ee-eme@hrsdc-rhdcc.gc.ca

Emploi et Social Development Canada Développement social Canada

### APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) 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: <b>bruce.levit</b>	t@levitt-safety.com
Telephone number: 905-28	37-3532
Business address: 2872 Br	istol Circle, Oakville, ON L6H 5T5
Signature:	



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.

### Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program Employment and Social Development Canada / Government of Canada 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 Join the online workplace call space for employers. Send us an email to join!

### Levitt Safety Limited (certificate # 060280)

### 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)

	ı	Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	160	1	0	161
Québec	11	3	0	14
New Brunswick	14	0	0	14
Manitoba	9	0	0	9
British Columbia	20	0	0	20
Saskatchewan	12	0	0	12
Alberta	107	1	0	108
Newfoundland and Labrador	2	0	0	2
Total Employees in Can	ada 🕨			340

	Cen	sus Metropolita	n Areas	
Р	ermanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	7	1	0	8
Edmonton	45	0	0	45
Montréal	9	3	0	12
Regina	7	0	0	7
Toronto	35	0	0	35
Vancouver	15	0	0	15
Winnipeg	9	0	0	9
St. John's	2	0	0	2
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

Canada

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

005894

## 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	QTR		All Employees Men	_	Total	Aboriginal Peoples  Men \	Women	Person Total	Persons with Disabilities tal Men Wo	bilities Women	Member Total	Members of Visible Minorities  Total Men Wome	Minorities Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	13	10	3									
	Total	13	10	8									
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	21	11	10				1		1	1		
	Total	21	11	10				1		1	1		
Professionals	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	17	12	5							5	4	
	Total	17	12	5							5	4	
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	23	23								6	6	
	Total	23	23								9	9	

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

Occupational Group		Δ	I Employees	,	40	Aboriginal Peoples	olec	Dared	Persons with Disabilities	pilitipe	Member	Members of Visible Minorities	liporities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	19	13	6	1	1					1	1	
	Total	19	13	6	ļ	1					1	1	
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	26	5	21	1		1	1		1	3		3
	Total	26	5	21	J		1	1		1	3		3
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	_	45	35	10							3	2	_
	Total	45	35	10							3	2	_1
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	63	63		2	2		2	2		3	3	
	Total	63	63		2	2		2	2		3	3	

Form 2 A

Occupational Group	_	А	All Employees	3	Abı	Aboriginal Peoples	les	Perso	Persons with Disabilities	ilities	Members	Members of Visible Minorities	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical Personnel	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	1	7	1	6				1	1		2		2
	Total	7	1	6				1	1		2		2
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	28	5	23	1		1				6	3	3
	Total	28	5	23	1		1				6	3	3
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
		73	58	15				_		_	17	9	8
	Total	73	58	15							17	9	8
Total Number of Employees		335	236	99	5	3	2	6	3	3	47	28	19

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

Occupational Group Salary Range	QTR	Total	All Employees Men	s Women	Total At	Aboriginal Peoples Men \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	oles Women	Pers Total	Persons with Disabilities	bilities	Member Total	Members of Visible Minorities  Total Men Wome	Minorities Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	_	1	1										
	Total	1	1										
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		_									

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

Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8
Col. 3 Col. 4 Col. 5 Col. 6 Col. 7

Form 3 A

-45

### Levitt Safety Limited (certificate # 060280)

## FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National Reporting Period 2016-01-29 to 2017-06-21

Total Number of Employees	Under \$15,000	Salary Range	
335	335	Total Col. 1	
236	236	Men Col. 2	All Employees
99	99	Women Col. 3	
9	5	Total Col. 4	Al
5	3	Men Col. 5	Aboriginal Peoples
2	2	Women Col. 6	es
9	6	Total Col. 7	Pers
3	3	Men Col. 8	Persons with Disabilities
3	3	Women Col. 9	oilities
47	47	Total Col. 10	Membe
28	28	Men Col. 11	Members of Visible Minorities
19	19	Women Col. 12	inorities

Form 3 B

Employment and Social Emploi et Développement Development Canada social Canada

### Levitt Safety Limited (certificate # 060280)

## FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National Reporting Period 2016-01-29 to 2017-06-21

Total Number of Employees	Under \$5,000	Salary Range	
5	5	Total Col. 1	
3	3	Men Col. 2	All Employees
2	2	Women Col. 3	•
		Total Col. 4	A
		Men Col. 5	Aboriginal Peoples
		Women Col. 6	les
		Total Col. 7	Pers
		Men Col. 8	Persons with Disabilities
		Women Col. 9	oilities
		Total Col. 10	Membe
		Men Col. 11	Members of Visible Minorities
		Women Col. 12	<sup>l</sup> inorities

### Levitt Safety Limited (certificate # 060280)

Form 4 A

005902

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

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

Occupational Group	Total Col. 1	All Employees Men Col. 2	Women Col. 3	Total Col. 4	Aboriginal Peoples  Men  Col. 5	es Women Col. 6	Perso Total Col. 7	Persons with Disabilities  Men W Col. 8	lities Women Col. 9	Col. 010	Member Total Col. 10	Members of Visible Minorities  otal Men Won  1. 10 Col. 11 Col.
Senior Managers	_	_							Щ			
Middle and Other Managers	3	3										
Professionals	1	1									1	1 1
Semi-Professionals and Technicians	7	7									2	2 2
Administrative and Senior Clerical Personnel	5		5									
Skilled Sales and Service Personnel	10	9	1								1	1 1
Skilled Crafts and Trades Workers	16	16		1	1						1	1 1
Clerical Personnel	4		4								2	2
Intermediate Sales and Service Personnel	7	1	6								4	
Semi-Skilled Manual Workers	14	12	2									1
Total Number of Employees Hired	68	50	18								9	9 7

- (

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National Reporting Period 2016-01-29 to 2017-06-21

	Employ	ees promoted (	Employees pro	moted during	the year are to	be reported or	າly in the occup	ational groups	in which or to v	which they have	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.)	moted.)
		All Employees		А	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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	_	_										
<b>Total Number of Employees Promoted</b>	26	20	9							2	2	
Total Number of Promotions	27	20	7							2	2	

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National Reporting Period 2016-01-29 to 2017-06-21

Total Number of Employees Terminated	Semi-Skilled Manual Workers	Intermediate Sales and Service Personnel	Clerical Personnel	Skilled Crafts and Trades Workers	Skilled Sales and Service Personnel	Administrative and Senior Clerical Personnel	Supervisors	Semi-Professionals and Technicians	Professionals	Middle and Other Managers	Senior Managers	Coordinate Cloub	Occupational Organia
78	15	4	2	13	12	9	3	3	6	8	3	Col. 1	Total
58	15			13	8		3	3	4	7	3	Col. 2	All Employees
20		ယ	2		4	8			2	_		Col. 3	
3	_			_								Col. 4	Total A
2	_			_								Col. 5	Aboriginal Peoples
1						1						Col. 6	
2				1	1							Col. 7	Pers
2				_	1							Col. 8	Persons with Disabilities
												Col. 9	ilities
10	2	_	_		2			1	2	1		Col. 10	Membe
7	2				1			1	1			Col. 11	Members of Visible Minorities
3		_	_						_			Col. 12	inorities

-45

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National Reporting Period 2016-01-29 to 2017-06-21

Total Number of Employees Torminated	Clerical Personnel 2	Administrative and Senior Clerical 2 1 Personnel 2	Occupational Group Total Men Womer  Col. 1 Col. 2 Col. 3	All Employees
33	2	1	en Total 3 Col. 4	
			Men Col. 5	Aboriginal Peoples
			Women Col. 6	oles
1		1	Total Col. 7	Pers
1		1	Men Col. 8	Persons with Disabilities
			Women Col. 9	ilities
			Total Col. 10	Membe
			Men Col. 11	Members of Visible Minorities
			Women Col. 12	norities

### **Workforce Analysis - Detailed Report**

Date: 2017-06-29

### Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation	Availa	•	Зар	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers		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
02 : Middle and Other Managers		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
1113 : Purchasing managers	National	2	1	50.0 %	31.4 %	1	0	National
1124 : Advertising, marketing and public relations managers	National	2	0	0.0 %	52.2 %	1	-1	National
211 : Engineering managers	National	2	0	0.0 %	12.6 %	0	0	National
213 : Computer and information systems managers	National	1	0	0.0 %	23.4 %	0	0	National
601 : Corporate sales managers	National	5	3	60.0 %	27.3 %	1	2	National
714 : Facility operation and maintenance managers	National	1	0	0.0 %	19.4 %	0	0	National
911 : Manufacturing managers	National	2	0	0.0 %	18.5 %	0	0	National
3 : Professionals		17	5	29.4 %	39.7 %	7	-2	
121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0	National
123 : 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
171 : Information systems analysts and consultants	National	1	0	0.0 %	28.3 %	0	0	National
173 : Software engineers and designers	National	2	0	0.0 %	17.4 %	0	0	National
174 : Computer programmers and interactive media developers	National	3	0	0.0 %	17.9 %	1	-1	National
021 : College and other vocational instructors	National	4	0	0.0 %	53.8 %	2	-2	National
H163 : Business development officers and marketing researchers and consultants	National	1	1	100.0 %	50.7 %	1	0	National



## Workforce Analysis - Detailed Report

005907

Date: 2017-06-29

### Women

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



## Workforce Analysis - Detailed Report

Date: 2017-06-29

### Women

				_	Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation # %	Availability %#	# iţ	Gap #	Recruitment Area
1221 : Administrative officers	Moncton	1	<u> </u>	100.0 %	78.4 %	_	0	Moncton
1221 : Administrative officers	Ont. less CMAs	7	5	71.4 %	87.1%	6	<u></u>	Ont. less CMAs
1221 : Administrative officers	Toronto	_	0	0.0 %	82.0 %	_	_	Toronto
1221 : Administrative officers	Vancouver	ω	ω	100.0 %	80.8 %	2	_	Vancouver
1221 : Administrative officers	Winnipeg	_	0	0.0 %	79.8 %	1	1	Winnipeg
1225 : Purchasing agents and officers	Edmonton	_	<u> </u>	100.0 %	51.9 %	_	0	Edmonton
1225 : Purchasing agents and officers	Ont. less CMAs	Ν	2	100.0 %	87.1%	2	0	Ont. less CMAs
1241 : Administrative assistants	Alta. less CMAs	_	<u> </u>	100.0 %	89.0 %	_	0	Alta. less CMAs
1241 : Administrative assistants	Ont. less CMAs	4	4	100.0 %	87.1%	ω	_	Ont. less CMAs
1241 : Administrative assistants	Regina	_	<u> </u>	100.0 %	96.3 %	_	0	Regina
08 : Skilled Sales and Service Personnel		46	10	21.7 %	26.2 %	12	٨	
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 %	_	_	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	N	0	0.0 %	27.8 %	_	<u>.</u>	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	4	_	25.0 %	26.1 %	_	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Ontario	19	4	21.1 %	28.7 %	5	_	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	29.1 %	_	<u>.</u>	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	4	<u></u>	25.0 %	28.0 %	_	0	Saskatchewan
09 : Skilled Crafts and Trades Workers		63	0	0.0 %	2.1 %	_		
7252 : Steamfitters, pipefitters and sprinkler system installers	Alberta	45	0	0.0 %	2.3 %	_	<u>.</u>	Alberta
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	СЛ	0	0.0 %	1.1 %	0	0	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	New Brunswick	_	0	0.0 %	1.6 %	0	0	New Brunswick
7252 : Steamfitters, pipefitters and sprinkler system installers	Newfoundland and Labrador		0	0.0 %	6.1 %	0	0	Newfoundland and
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	9	0	0.0 %	1.2 %	0	0	Ontario

Page 3 of 18

2017-06-29

# Workplace Equity Information Management System - Levitt Safety Limited

## Workforce Analysis - Detailed Report

005909

Date: 2017-06-29

### Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Representation # %	Availability %#	bility #	Gap #	Recruitment Area
7252 : Steamfitters, pipefitters and sprinkler system installers	Québec	_	0	0.0 %	1.6 %	0	0	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Saskatchewan	_	0	0.0 %	1.9 %	0	0	Saskatchewan
10 : Clerical Personnel		7	6	85.7 %	72.4 %	5	<u> </u>	
1414: Receptionists	Ont. less CMAs	_	_	100.0 %	72.4 %	<u> </u>	0	Ont. less CMAs
1431 : Accounting and related clerks	Ont. less CMAs	ω	2	66.7 %	72.4 %	2	0	Ont. less CMAs
1435 : Collectors	Ont. less CMAs	ω	ω	100.0 %	72.4 %	2	<u> </u>	Ont. less CMAs
11 : Intermediate Sales and Service Personnel		29	24	82.8 %	65.6 %	19	5	
6552 : Other customer and information services representatives	Edmonton	4	4	100.0 %	61.8 %	N	2	Edmonton
6552 : Other customer and information services representatives	Greater Sudbury	_	<u> </u>	100.0 %	65.7 %	<u> </u>	0	Greater Sudbury
6552 : Other customer and information services representatives	Moncton	2	2	100.0 %	60.2 %	<u> </u>	_	Moncton
6552 : Other customer and information services representatives	Montréal	٥.	2	40.0 %	60.5 %	ω	_	Montréal
6552 : Other customer and information services representatives	Ont. less CMAs	11	9	81.8 %	72.4 %	8	_	Ont. less CMAs
6552 : Other customer and information services representatives	Ottawa - Gatineau	1	_	100.0 %	58.4 %	_	0	Ottawa - Gatineau
6552 : Other customer and information services representatives	Saskatoon	<u> </u>	_	100.0 %	60.5 %	_	0	Saskatoon
6552 : Other customer and information services representatives	St. John's	<u> </u>	_	100.0 %	61.7 %	_	0	St. John's
6552 : Other customer and information services representatives	Toronto	<u> </u>	_	100.0 %	65.3 %	_	0	Toronto
6552 : Other customer and information services representatives	Winnipeg	2	2	100.0 %	61.7 %	_	_	Winnipeg
12 : Semi-Skilled Manual Workers		72	15	20.8 %	16.5 %	12	ω	
7445 : Other repairers and servicers	Alta. less CMAs	ω	0	0.0 %	16.3 %	0	0	Alta. less CMAs
7445 : Other repairers and servicers	Calgary	<u> </u>	0	0.0 %	7.0 %	0	0	Calgary
7445 : Other repairers and servicers	Edmonton	Ø	2	33.3 %	3.0 %	0	2	Edmonton
7445 : Other repairers and servicers	Greater Sudbury	ω	0	0.0 %	0.0 %	0	0	Greater Sudbury
7445 : Other repairers and servicers	Moncton	ω	0	0.0 %	0.0 %	0	0	Moncton
7445 : Other repairers and servicers	Montréal	_	0	0.0 %	6.7 %	0	0	Montréal

# Workplace Equity Information Management System - Levitt Safety Limited

## Workforce Analysis - Detailed Report

005910

Date: 2017-06-29

### Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation # %	Avail %	Availability (	Gap #	Recruitment Area
7445 : Other repairers and servicers	Ont. less CMAs	16	2	12.5 %	20.7 %	3	-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	_	0	0.0 %	17.3 %	0	0	Que. less CMAs
7445 : Other repairers and servicers	Regina	Ν	0	0.0 %	0.0 %	0	0	Regina
7445 : Other repairers and servicers	Toronto	_	0	0.0 %	6.9 %	0	0	Toronto
7445 : Other repairers and servicers	Vancouver	4	0	0.0 %	11.1 %	0	0	Vancouver
7445 : Other repairers and servicers	Winnipeg	_	0	0.0 %	8.3 %	0	0	Winnipeg
7452 : Material handlers	Edmonton	Ν	<u> </u>	50.0 %	15.5 %	0	<u> </u>	Edmonton
7452 : Material handlers	Moncton	_	0	0.0 %	7.9 %	0	0	Moncton
7452 : Material handlers	Ont. less CMAs	9	2	22.2 %	20.7 %	2	0	Ont. less CMAs
7452 : Material handlers	Toronto	Ν	0	0.0 %	17.2 %	0	0	Toronto
7452 : Material handlers	Winnipeg	_	0	0.0 %	9.8 %	0	0	Winnipeg
9525 : Assemblers, fabricators and inspectors, industrial electrical motors and transformers	Toronto	_	_	100.0 %	25.9 %	0	_	Toronto
							)	

Total may not equal sum of components due to rounding.

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



## Workforce Analysis - Detailed Report

005911

Date: 2017-06-29

### **Aboriginal Peoples**

Employment Equity Occupational Group	Internal Location	All Employees #	Abo Representation # %	Aborigi ntation %	Aboriginal Peoples ion Availability % % #	oility #	Gap #	Recruitment Area
01 : Senior Managers		13	0	0.0 %	1.9 %	0	0	
0013 : Senior managers - financial, communications and other business services	National	ω	0	0.0 %	0.9 %	0	0	National
0014 : Senior managers - health, education, social and community services and membership organizations	National	ယ	0	0.0 %	3.2 %	0	0	National
0015 : Senior managers - trade, broadcasting and other services, n.e.c.	National	7	0	0.0 %	1.7 %	0	0	National
02 : Middle and Other Managers		23	0	0.0 %	1.8 %	0	0	
0111 : Financial managers	National	ω	0	0.0 %	2.1 %	0	0	National
0112 : Human resources managers	National	٥٦.	0	0.0 %	2.6 %	0	0	National
0113 : Purchasing managers	National	2	0	0.0 %	1.9 %	0	0	National
0124 : Advertising, marketing and public relations managers	National	2	0	0.0 %	1.1 %	0	0	National
0211 : Engineering managers	National	2	0	0.0 %	0.9 %	0	0	National
0213 : Computer and information systems managers	National	_	0	0.0 %	1.0 %	0	0	National
0601 : Corporate sales managers	National	Ŋ	0	0.0 %	1.2 %	0	0	National
0714 : Facility operation and maintenance managers	National	<u> </u>	0	0.0 %	3.3 %	0	0	National
0911 : Manufacturing managers	National	2	0	0.0 %	1.5 %	0	0	National
03 : Professionals		17	0	0.0 %	1.6 %	0	0	
1121 : Human resources professionals	National	<u> </u>	0	0.0 %	2.7 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	ω	0	0.0 %	2.1 %	0	0	National
2132 : Mechanical engineers	National	<u> </u>	0	0.0 %	0.7 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	<u> </u>	0	0.0 %	0.9 %	0	0	National
2171 : Information systems analysts and consultants	National	<u> </u>	0	0.0 %	1.1 %	0	0	National
2173 : Software engineers and designers	National	2	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	ω	0	0.0 %	1.0 %	0	0	National
4021 : College and other vocational instructors	National	4	0	0.0 %	2.4 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	_	0	0.0 %	2.0 %	0	0	National

# Workplace Equity Information Management System - Levitt Safety Limited

## Workforce Analysis - Detailed Report

005912

Date: 2017-06-29

### **Aboriginal Peoples**

				Aborig	Aboriginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	entation %	Availability %#	bility #	Gap #	Recruitment Area
04 : Semi-Professionals and Technicians		23	0	0.0 %	2.9 %	_	<u></u>	
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	_	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	_	0	0.0 %	5.5 %	0	0	Manitoba
2242 : Electronic service technicians (household and business equipment)	Québec	_	0	0.0 %	1.0 %	0	0	Québec
2243 : Industrial instrument technicians and mechanics	Alberta	_	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	ω	0	0.0 %	1.6 %	0	0	Ontario
05 : Supervisors		19	_	5.3 %	4.3 %	_	0	
1211 : Supervisors, general office and administrative support workers	Alta. less CMAs	0	_	16.7 %	6.5 %	0	_	Alta. less CMAs
1211 : Supervisors, general office and administrative support workers	B.C. less CMAs	_	0	0.0 %	8.4 %	0	0	B.C. less CMAs
1211 : Supervisors, general office and administrative support workers	Edmonton	ω	0	0.0 %	2.7 %	0	0	Edmonton
1211 : Supervisors, general office and administrative support workers	Greater Sudbury	_	0	0.0 %	0.0 %	0	0	Greater Sudbury
1211 : Supervisors, general office and administrative support workers	Montréal	_	0	0.0 %	0.0 %	0	0	Montréal
1211 : Supervisors, general office and administrative support workers	Ont. less CMAs	ω	0	0.0 %	4.9 %	0	0	Ont. less CMAs
1211 : Supervisors, general office and administrative support workers	Regina	_	0	0.0 %	0.0 %	0	0	Regina
1212 : Supervisors, finance and insurance office workers	Ont. less CMAs	_	0	0.0 %	4.9 %	0	0	Ont. less CMAs
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations	Edmonton	_	0	0.0 %	3.2 %	0	0	Edmonton
6314 : Customer and information services supervisors	Edmonton	_	0	0.0 %	2.7 %	0	0	Edmonton
07 : Administrative and Senior Clerical Personnel		27	_	3.7 %	3.8 %	_	0	
1221 : Administrative officers	Calgary	N	0	0.0 %	2.3 %	0	0	Calgary
1221 : Administrative officers	Edmonton	ω	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 #	Abo Representation # %	Aborig entation %	Aboriginal Peoples ion Availability #	bility #	Gap #	Recruitment Area
1221 : Administrative officers	Moncton	<u> </u>	0	0.0 %	0.0 %	0	0	Moncton
1221 : Administrative officers	Ont. less CMAs	7	0	0.0 %	4.1 %	0	0	Ont. less CMAs
1221 : Administrative officers	Toronto	_	0	0.0 %	0.6 %	0	0	Toronto
1221 : Administrative officers	Vancouver	ω	0	0.0 %	2.4 %	0	0	Vancouver
1221 : Administrative officers	Winnipeg	_	0	0.0 %	8.1 %	0	0	Winnipeg
1225 : Purchasing agents and officers	Edmonton	_	0	0.0 %	6.0 %	0	0	Edmonton
1225 : Purchasing agents and officers	Ont. less CMAs	2	0	0.0 %	4.1 %	0	0	Ont. less CMAs
1241 : Administrative assistants	Alta. less CMAs	_	_	100.0 %	6.0 %	0	<u> </u>	Alta. less CMAs
1241 : Administrative assistants	Ont. less CMAs	4	0	0.0 %	4.1 %	0	0	Ont. less CMAs
1241 : Administrative assistants	Regina	_	0	0.0 %	6.7 %	0	0	Regina
08 : Skilled Sales and Service Personnel		46	0	0.0 %	2.1 %	_	<u> </u>	
6221 : Technical sales specialists - wholesale trade	Alberta	11	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	4	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	2	0	0.0 %	6.3 %	0	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 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	1.0 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	4	0	0.0 %	8.2 %	0	0	Saskatchewan
09 : Skilled Crafts and Trades Workers		63	2	3.2 %	5.2 %	ω	<u>-</u>	
7252 : Steamfitters, pipefitters and sprinkler system installers	Alberta	45	2	4.4 %	5.8 %	ω	<u>.</u>	Alberta
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	<b>C</b> 1	0	0.0 %	4.2 %	0	0	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	New Brunswick	_	0	0.0 %	5.5 %	0	0	New Brunswick
7252 : Steamfitters, pipefitters and sprinkler system installers	Newfoundland and Labrador	_	0	0.0 %	8.6 %	0	0	Newfoundland and
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	9	0	0.0 %	2.0 %	0	0	Ontario

Page 8 of 18

# 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 #	Abo Representation # %	Aborig entation %	Aboriginal Peoples ion Availability % % #		Gap #	Recruitment Area
7252 : Steamfitters, pipefitters and sprinkler system installers	Québec	<b>→</b>	0	0.0 %	1.5 %	0	0	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Saskatchewan	_	0	0.0 %	10.6 %	0	0	Saskatchewan
10 : Clerical Personnel		7	0	0.0 %	4.7 %	0	0	
1414 : Receptionists	Ont. less CMAs	_	0	0.0 %	4.7 %	0	0	Ont. less CMAs
1431 : Accounting and related clerks	Ont. less CMAs	ω	0	0.0 %	4.7 %	0	0	Ont. less CMAs
1435 : Collectors	Ont. less CMAs	ω	0	0.0 %	4.7 %	0	0	Ont. less CMAs
11 : Intermediate Sales and Service Personnel		29	<u> </u>	3.4 %	4.5 %	_	0	
6552 : Other customer and information services representatives	Edmonton	4	<u> </u>	25.0 %	4.7 %	0	_	Edmonton
6552 : Other customer and information services representatives	Greater Sudbury	_	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	<u>.</u>	Ont. less CMAs
6552 : Other customer and information services representatives	Ottawa - Gatineau	_	0	0.0 %	3.5 %	0	0	Ottawa - Gatineau
6552 : Other customer and information services representatives	Saskatoon	_	0	0.0 %	14.3 %	0	0	Saskatoon
6552 : Other customer and information services representatives	St. John's	_	0	0.0 %	0.0 %	0	0	St. John's
6552 : Other customer and information services representatives	Toronto	_	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
12 : Semi-Skilled Manual Workers		72	0	0.0 %	2.8 %	2	'n	
7445 : Other repairers and servicers	Alta. less CMAs	ω	0	0.0 %	8.5 %	0	0	Alta. less CMAs
7445 : Other repairers and servicers	Calgary	٦	0	0.0 %	2.6 %	0	0	Calgary
7445 : Other repairers and servicers	Edmonton	0	0	0.0 %	3.6 %	0	0	Edmonton
7445 : Other repairers and servicers	Greater Sudbury	ω	0	0.0 %	0.0 %	0	0	Greater Sudbury
7445 : Other repairers and servicers	Moncton	ω	0	0.0 %	0.0 %	0	0	Moncton
7445 : Other repairers and servicers	Montréal	_	0	0.0 %	1.1 %	0	0	Montréal

Page 9 of 18

# Workplace Equity Information Management System - Levitt Safety Limited

## Workforce Analysis - Detailed Report

005915

Date: 2017-06-29

### **Aboriginal Peoples**

Employment Equity Occupational Group	Internal Location	All Employees	Repres	Aborion Representation	Aboriginal Peoples ion Avail	ability	Gap	Recruitment Area
		#	#	%	%		#	
7445 : Other repairers and servicers	Ont. less CMAs	16	0	0.0 %	4.4 %	_	<u> </u>	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	_	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	_	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	_	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	_	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	_	0	0.0 %	13.6 %	0	0	Winnipeg
9525 : Assemblers, fabricators and inspectors, industrial electrical motors and transformers	Toronto	_	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
Total		339	Sī	1.5 %	3.3 %	10	Ь	

Total may not equal sum of components due to rounding.

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



## Workforce Analysis - Detailed Report

005916

Date: 2017-06-29

### **Members of Visible Minorities**

Employment Facility Openingtional Depuis	into and I opposite			Members o	Members of Visible Minorities	•	
Emproyment Equity Occupational Group	literilai Location	#	# Nepres	# %	% #	# Gap	Neclainmeilt Alea
01 : Senior Managers		13	0	0.0 %	11.7 %	2 -2	
0013 : Senior managers - financial, communications and other business services	National	ω	0	0.0 %	12.2 %	0 0	National
0014 : Senior managers - health, education, social and community services and membership organizations	National	ω	0	0.0 %	7.8 %	0 0	National
0015 : Senior managers - trade, broadcasting and other services, n.e.c.	National	7	0	0.0 %	13.2 %	1 -1	National
02 : Middle and Other Managers		23	_	4.3 %	15.5 %	4 -3	
0111 : Financial managers	National	ω	0	0.0 %	20.5 %	-1	National
0112 : Human resources managers	National	O <sub>1</sub>	_	20.0 %	12.0 %	1 0	National
0113 : Purchasing managers	National	2	0	0.0 %	15.2 %	0 0	National
0124 : Advertising, marketing and public relations managers	National	2	0	0.0 %	17.5 %	0 0	National
0211 : Engineering managers	National	2	0	0.0 %	19.6 %	0 0	National
0213 : Computer and information systems managers	National	_	0	0.0 %	21.2 %	0 0	National
0601 : Corporate sales managers	National	O <sub>1</sub>	0	0.0 %	13.5 %	1 -1	National
0714 : Facility operation and maintenance managers	National	<u> </u>	0	0.0 %	10.9 %	0 0	National
0911 : Manufacturing managers	National	2	0	0.0 %	15.7 %	0 0	National
03 : Professionals		17	ъ	29.4 %	24.3 %	4 1	
1121 : Human resources professionals	National	<u> </u>	0	0.0 %	14.1 %	0 0	National
1123 : Professional occupations in advertising, marketing and public relations	National	ω	_	33.3 %	16.9 %	1 0	National
2132 : Mechanical engineers	National	<u> </u>	_	100.0 %	28.6 %	0 1	National
2147 : Computer engineers (except software engineers and designers)	National	<u> </u>	0	0.0 %	38.2 %	0 0	National
2171 : Information systems analysts and consultants	National	<u> </u>	0	0.0 %	31.4 %	0 0	National
2173 : Software engineers and designers	National	N	0	0.0 %	40.5 %	<u>-</u>	National
2174 : Computer programmers and interactive media developers	National	ω	ω	100.0 %	31.5 %	1 2	National
4021 : College and other vocational instructors	National	4	0	0.0 %	13.4 %	1	National
4163 : Business development officers and marketing researchers and consultants	National	<u> </u>	0	0.0 %	21.9 %	0 0	National

## Workforce Analysis - Detailed Report

005917

Date: 2017-06-29

### **Members of Visible Minorities**

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

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# Workplace Equity Information Management System - Levitt Safety Limited

## Workforce Analysis - Detailed Report

005918

Date: 2017-06-29

### Members of Visible Minorities

			8	embers of	Members of Visible Minorities	S		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	ntation %	Availability %#		Gap	Recruitment Area
1221 : Administrative officers	Moncton	1	0	0.0 %	2.3 %	0	0	Moncton
1221 : Administrative officers	Ont. less CMAs	7	<b>-</b>	14.3 %	1.6 %	0	1	Ont. less CMAs
1221 : Administrative officers	Toronto	_	0	0.0 %	35.8 %	0	0 Т	Toronto
1221 : Administrative officers	Vancouver	ω	0	0.0 %	30.9 %	1	<del></del>	Vancouver
1221 : Administrative officers	Winnipeg	_	0	0.0 %	9.8 %	0	0	Winnipeg
1225 : Purchasing agents and officers	Edmonton	_	0	0.0 %	12.6 %	0	0 E	Edmonton
1225 : Purchasing agents and officers	Ont. less CMAs	2	0	0.0 %	1.6 %	0	0 C	Ont. less CMAs
1241 : Administrative assistants	Alta. less CMAs	_	0	0.0 %	3.4 %	0	0	Alta. less CMAs
1241 : Administrative assistants	Ont. less CMAs	4	2	50.0 %	1.6 %	0	2 C	Ont. less CMAs
1241 : Administrative assistants	Regina	_	0	0.0 %	5.2 %	0	о П	Regina
08 : Skilled Sales and Service Personnel		46	ω	6.5 %	14.4 %	7	4	
6221 : Technical sales specialists - wholesale trade	Alberta	11	0	0.0 %	11.3 %	_	<u>.</u>	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	4	_	25.0 %	24.7 %	_	0 B	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	Ŋ	0	0.0 %	7.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	4	_	25.0 %	0.0 %	0	z	New Brunswick
6221 : Technical sales specialists - wholesale trade	Ontario	19	_	5.3 %	20.8 %	4	<u>ئ</u> 0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	N	0	0.0 %	8.5 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	4	0	0.0 %	2.7 %	0	0 S	Saskatchewan
09 : Skilled Crafts and Trades Workers		63	ω	4.8 %	7.9 %	5ī	٨	
7252 : Steamfitters, pipefitters and sprinkler system installers	Alberta	45	ω	6.7 %	8.8 %	4	<u>.</u>	Alberta
7252: Steamfitters, pipefitters and sprinkler system installers	British Columbia	Ŋ	0	0.0 %	7.3 %	0	0 B	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	New Brunswick	_	0	0.0 %	0.0 %	0	0 Z	New Brunswick
7252 : Steamfitters, pipefitters and sprinkler system installers	Newfoundland and Labrador	_	0	0.0 %	0.0 %	0	0 Z	Newfoundland and
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	9	0	0.0 %	6.5 %	_	-1 C	Ontario

2017-06-29

# Workplace Equity Information Management System - Levitt Safety Limited

## Workforce Analysis - Detailed Report

005919

Date: 2017-06-29

### **Members of Visible Minorities**

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



## Workplace Equity Information Management System - Levitt Safety Limited

## Workforce Analysis - Detailed Report

005920

Date: 2017-06-29

### **Members of Visible Minorities**

		A I I	J	Members o	Members of Visible Minorities	•	}	
Employment Equity Occupational Group	Internal Location	All Employees #	xepres #	# %	AVaii	Availability % #	# P	Recruitment Area
7445 : Other repairers and servicers	Ont. less CMAs	16	2	12.5 %	1.6 %	0	2	Ont. less CMAs
7445 : Other repairers and servicers	Ottawa - Gatineau	2	0	0.0 %	9.2 %	0	0	Ottawa - Gatineau
7445 : Other repairers and servicers	Que. less CMAs	_	0	0.0 %	0.7 %	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	_	0	0.0 %	31.7 %	0	0	Toronto
7445 : Other repairers and servicers	Vancouver	4	0	0.0 %	27.8 %	_	<u> </u>	Vancouver
7445 : Other repairers and servicers	Winnipeg	<u> </u>	0	0.0 %	9.7 %	0	0	Winnipeg
7452 : Material handlers	Edmonton	2	0	0.0 %	21.2 %	0	0	Edmonton
7452 : Material handlers	Moncton	_	0	0.0 %	2.8 %	0	0	Moncton
7452 : Material handlers	Ont. less CMAs	Ø	<u> </u>	11.1 %	1.6 %	0	_	Ont. less CMAs
7452 : Material handlers	Toronto	2	2	100.0 %	56.5 %	_	<u> </u>	Toronto
7452 : Material handlers	Winnipeg	_	_	100.0 %	18.6 %	0	_	Winnipeg
9525 : Assemblers, fabricators and inspectors, industrial electrical motors and transformers	Toronto	_	<u> </u>	100.0 %	52.9 %	_	0	Toronto
9537 : Other products assemblers, finishers and inspectors	Toronto	12	9	75.0 %	71.1%	9	0	Toronto
Total		339	47	13.9 %	14.3 %	50	۵	

Total may not equal sum of components due to rounding.

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



## Workplace Equity Information Management System - Levitt Safety Limited

## Workforce Analysis - Detailed Report

005921

Date: 2017-06-29

### **Persons with Disabilities**

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

Total may not equal sum of components due to rounding.

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



# Workplace Equity Information Management System - Levitt Safety Limited

005922

### **Workforce Analysis - Detailed Report**

Date: 2017-06-29

# 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

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

## Workplace Equity Information Management System - Levitt Safety Limited

## Workforce Analysis - Detailed Report

005923

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

2017-06-29

### **Workforce Analysis - Summary Report**

Date: 2017-06-29

### Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	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	
Total	339	101	29.8 %	31.4 %	107	-6	

Total may not equal sum of components due to rounding.



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# Workplace Equity Information Management System - Levitt Safety Limited

# **Workforce Analysis - Summary Report**

005925

Date: 2017-06-29

#### **Aboriginal Peoples**

			Aborigi	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	13	0	0.0 %	1.9 %	0	0
02 : Middle and Other Managers	23	0	0.0 %	1.8 %	0	0
03: Professionals	17	0	0.0 %	1.6 %	0	0
04 : Semi-Professionals and Technicians	23	0	0.0 %	2.9 %	<u> </u>	<u> </u>
05 : Supervisors	19	<u> </u>	5.3 %	4.3 %	_	0
07 : Administrative and Senior Clerical Personnel	27	_	3.7 %	3.8 %	<u> </u>	0
08 : Skilled Sales and Service Personnel	46	0	0.0 %	2.1 %		<u>.</u>
09 : Skilled Crafts and Trades Workers	63	N	3.2 %	5.2 %	ω	<u>.</u>
10 : Clerical Personnel	7	0	0.0 %	4.7 %	0	0
11 : Intermediate Sales and Service Personnel	29	<u> </u>	3.4 %	4.5 %	<u> </u>	0
12 : Semi-Skilled Manual Workers	72	0	0.0 %	2.8 %	2	-22
Total	339	5	1.5%	3.3 %	10	<del>.</del> 5

Total may not equal sum of components due to rounding.



# Workplace Equity Information Management System - Levitt Safety Limited

# **Workforce Analysis - Summary Report**

005926

Date: 2017-06-29

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

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

Total may not equal sum of components due to rounding.



# Workplace Equity Information Management System - Levitt Safety Limited

# **Workforce Analysis - Summary Report**

005927

Date: 2017-06-29

#### **Persons with Disabilities**

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

Total may not equal sum of components due to rounding.



2017-06-29

# Workplace Equity Information Management System - Levitt Safety Limited

005928

## **Workforce Analysis - Summary Report**

Date: 2017-06-29

# 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

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

Workplace Equity Information Management System - Levitt Safety Limited

005929

# **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

#### Data from Previous Workforce Analysis ↓ ↓ ↓

Date of P	revious Workforc	e Analysis
YYYY	MM	DD
2016	01	25

Date of C	urrent Workforce	Analysis
YYYY	MM	DD
2017	0.6	22

**Data from Current Workforce Analysis** 

		]	Γable 1: Womer	1
		Previ	ous Workforce An	alysis
Emple	nyment Equity Occupational Crown (EEOC)	All Employees	Wor	nen
Empi	yment Equity Occupational Group (EEOG)		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
Total	•	350	101	0.0

7	Table 5: Women	l
Curr	ent Workforce Ana	alysis
All Employees	Won	nen
	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
339	101	0.0

* Source:		

*	S	οu	ırı	e	:															

<b>←</b>	Data from P
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**Current Workforce Analysis** 

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**Employment Equity Occupations** 

2017	YYYY	Date of C
06	MM	Date of Current Workforce Analysis
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0.0	7	350	
0.0	0	0	Other Manual Workers
0.0	0	0	Other Sales & Service Personnel
4.0		68	Semi-Skilled Manual Workers
4.4		26	Intermediate Sales & Service Personnel
4.0	0	11	Clerical Personnel
5.3	ر <sub>ن</sub>	63	Skilled Crafts & Trades Workers
1.0	0	_	Skilled Sales & Service Personnel
3.7		26	Administrative & Senior Clerical Personnel
0.0	0	0	Supervisors: Crafts & Trades
5.7		22	Supervisors
2.8	0	19	Semi-Professionals & Technicians
1.5	0	25	Professionals
2.2	0	74	Middle & Other Managers
2.9	0	15	Senior Managers
9/9	#	#	
Availability*	Representation		Jimene Equity Occupational Oroup (EECO)
l Peoples	Aboriginal Peoples	All Employees	nyment Family Occumational Crown (FFOC)
alysis	Previous Workforce Analysis	Previo	
eoples	<b>Fable 2: Aboriginal Peoples</b>	Table 2	
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Curre Curre	Current Workforce Analysis  Aboriginal Peoples Ovees	eOptes alysis I Peoples
	Representation	Availability*
#	#	%
13	0	1.9
23	0	1.8
17	0	1.6
23	0	2.9
19	1	4.3
0	0	0.0
27	1	3.8
46	0	2.1
63	2	5.2
7	0	4.7
29	1	4.5

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2017	YYYY	Date of C
06	MM	Date of Current Workforce Analysis
23	GG	e Analysis

0.0	51	350	
0.0	0	0	Other Manual Workers
0.0	0	0	Other Sales & Service Personnel
20.5	16	68	Semi-Skilled Manual Workers
14.3	9	26	Intermediate Sales & Service Personnel
10.1	5	11	Clerical Personnel
7.7	2	63	Skilled Crafts & Trades Workers
8.5	0		Skilled Sales & Service Personnel
8.5	_	26	Administrative & Senior Clerical Personnel
0.0	0	0	Supervisors: Crafts & Trades
10.8		22	Supervisors
23.6	S	19	Semi-Professionals & Technicians
26.9	6	25	Professionals
15.0	6	74	Middle & Other Managers
10.1	0	15	Senior Managers
%	#	#	
Availability*	Representation		ymene Eduny Oceupanonai Group (EEGG)
ible Minorities	Members of Visible Minorities	All Employees	vment Fauity Occupational Group (FFOG)
ilysis	<b>Previous Workforce Analysis</b>	Previo	
e Minorities	Table 3: Members of Visible Minorities	Table 3: Mer	

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Table 7: Me	Table 7: Members of Visible Minorities  Current Workforce Analysis	e Minorities alysis
All Employees	Members of Visible Minorities	able Minorities
	Representation	Availability*
#	#	0/0
13	0	11.7
23	1	15.5
17	5	24.3
23	6	23.7
19	1	8.0
0	0	0.0
27	3	9.3
46	3	14.4
63	3	7.9
7	2	1.7
29	9	12.3
72	17	19,9
0	0	0.0
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**Employment Equity Occupationa** 

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**Data from Previous Workforce Analysis** 

Data from Current Workforce Analysis

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e Analysis	Date of Previous Workforce Analysis	Date of P

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Table 4: Persons with Disabilities           Previous Workforce Analysis           Previous Workforce Analysis           All Employees         Persons with Disabilities           Wanagers         #         Persons with Disabilities           Managers         #         #         Waliability*           Managers         #         #         %         4.3           Professionals         Technicians         19         4.3         3.8           Semi-Professionals & Technicians         25         1         4.3           Supervisors: Crafts & Trades         0         0         13.9           Supervisors: Crafts & Trades         26         1         3.4           Skilled Sales & Service Personnel         1         3.4           Skilled Crafts & Trades Workers         63         3         3.5           Clerical Personnel         5         3         3.8           Clerical Personnel         63         3         3.8           Other Sales & Service Personnel         68         1         4.8           Other Sales & Service Personnel         68         1         4.8           Other Sales & Service Personnel         68         1         <	0.0		350	
Table 4: Persons with Disabilities           Previous Workforce Analysis           All Employees         Persons with Disabilities           Representation         Availability           89         2           19         0           22         0           19         0           22         0           1         0           26         1           11         0           26         1           27         0           1         0           2         0           1         0           2         0           1         0           2         0           1         0           2         0           3         3           3         3           4         0           2         0           3         3           4         0           4         0           5         0           6         0           6         0           6         0           6         0	0.0	0	0	Other Manual Workers
Table 4: Persons with Disabilities   Previous Workforce Analysis	0.0	0	0	Other Sales & Service Personnel
Table 4: Persons with Disabilities           Previous Workforce Analysis           All Employees         Persons with Disabilities           #         #         %           25         1         %           19         0         1           22         0         1           23         0         0           19         0         0           22         0         1           26         1         0           3         3           11         2           26         0         0	4.8	1	68	Semi-Skilled Manual Workers
Table 4: Persons with Disabilities  Previous Workforce Analysis  All Employees  ##  Representation   Availability  ##  25  19  25  10  0  0  0  1  10  11  26  11  27  28  19  29  10  10  10  11  11  11  12  13  14  15  16  17  18  18  19  19  10  10  10  11  10  11  11  10  11  10  11  10  11  11  10  11  10  11  10  11  10  11  10  10  11  10  11  10  11  10  11  10  11  10  11  10  10  11  10	5.6	0	26	Intermediate Sales & Service Personnel
Table 4: Persons with Disabilities  Previous Workforce Analysis  All Employees Representation Availabilities  89 25 11 96 19 0 22 0 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 1 10 0 0 1 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	7.0	2	11	Clerical Personnel
Table 4: Persons with Disabilities  Previous Workforce Analysis  All Employees  # Persons with Disabilities  Representation Availability  # # %  89	3.8	دن	63	Skilled Crafts & Trades Workers
Table 4: Persons with Disabilities  Previous Workforce Analysis  All Employees  # Persons with Disabilities  Representation Availability  # # %  19 25 1 19 0 0 0 0 0 1	3.5	0	<u> </u>	Skilled Sales & Service Personnel
Table 4: Persons with Disabilities  Previous Workforce Analysis  All Employees Representation #  89 25 11 25 11 27 28 29 0 1	3.4	1	26	Administrative & Senior Clerical Personnel
Table 4: Persons with Disabilities  Previous Workforce Analysis  All Employees Representation Availability  # # # 9%  89 25 11 19 0 22 0 1	3.4	0	0	Supervisors: Crafts & Trades
Table 4: Persons with Disabilities  Previous Workforce Analysis  All Employees Representation Availability  # # # # %  89	13.9	0	22	Supervisors
Table 4: Persons with Disabilities  Previous Workforce Analysis  All Employees Persons with Disabilities  Representation Availability  ## # # %  25	4.6	0	19	Semi-Professionals & Technicians
Table 4: Persons with Disabilities  Previous Workforce Analysis  All Employees Persons with Disabilities  Representation Availability  # # # 9%	3.8	1	25	Professionals
Table 4: Persons with Dis  Previous Workforce Ana  All Employees Persons with    Representation #	4.3	2	89	Managers
Table 4: Persons with Dis Previous Workforce Ana All Employees Persons with 1 Representation	%	#	#	
Table 4: Pers Previous V All Employees	Availability*	Representation		ment Equity Occupational Group (EEGG)
Table 4: Persons with Disabilities  Previous Workforce Analysis	Disabilities	Persons with	All Employees	ment Family Occumational Crown (FFOC)
Table 4: Persons with Disabilities	alysis	ous Workforce An	Previo	
	sabilities	Persons with Di	Table 4: 1	

**Employment Equity Occupa** 

01/02 | Managers

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6	0	0		0		2	0		0	0	0	0		#	Representation	Persons with Disabilities	<b>Current Workforce Analysis</b>	<b>Fable 8: Persons with Disabilities</b>	
0.0	0.0	0.0	4.8	5.6	7.0	3.8	3.5	3.4	0.0	13.9	4.6	3.8	4.3	%	Availability*	Disabilities	alysis	isabilities	

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	42914	Levitt-Safety Limited	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Table
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**MM** 

	Data from	Data from Form 4 - Employees	oyees	Data fro		n Form 5 - Employees	es	Data fr	om Form	Data from Form 6 - Employees	yees
		Hired			Promoted	led			Terminated	ated	
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	Tab	Table 1: Women			Table 5: Women	omen			Table 9: Women	Vomen	
	Full-time / National	nal Part-time / National	/ National	Full-time / Nat	tional	Part-time / National	tional	Full-time / National	Vational	Part-time / National	National
Employment Equity Occupational Group (EEOG)	All Employees Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women All	All Employees V	Women A	All Employees Terminated	Women A	All Employees Terminated	Women
	# #	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	-	0 0	0	3	0	0	0	رن	0	0	0
02 Middle & Other Managers	Ç.	0 0	0	3	1	0	0	8		0	0
03 Professionals	<u> </u>	0 0	0	2	0	0	0	6	2	0	0
04 Semi-Professionals & Technicians	7	0 0	0	3	0	0	0	<sub>3</sub>	0	0	0
05 Supervisors	0	0 0	0	3		0	0	υ <b>.</b>	0	0	0
06 Supervisors: Crafts & Trades	0	0 0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	S	5 0	0	0	0	0	0	9	<u>&amp;</u>	2	
08 Skilled Sales & Service Personnel	10	1 0	0	5	2	0	0	12	4	0	0
09 Skilled Crafts & Trades Workers	16	0 0	0	4	0	0	0	13	0	0	0
10 Clerical Personnel	4	4 0	0	0	0	0	0	2	2	IJ	2
11 Intermediate Sales & Service Personnel	7	6 0	0	2	2	0	0	4	<del>ر</del> ن	0	0
12 Semi-Skilled Manual Workers	14	2 0	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
14 Other Manual Workers	0	0 0	0	0	0	0	0	0	0	0	0
Total	68	18 0	0	26	6	0	0	78	20	4	3

42914	Levitt-Safety Limited	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Table	
	42914	Levitt-Safety Limited 42914	Part 2: Flow Data Analysis  Levitt-Safety Limited  42914	Federal Contractors Program Achievement Table  Part 2: Flow Data Analysis  Levitt-Safety Limited  42914

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Data from Form 4 - Employees

Data from Form 6 - Employees

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2017	End
06	End Date of Flow Data Y MM I
21	Data DD

	Tat	Table 2: Aboriginal Peoples	iginal Peo	ples
	Full-time	Full-time / National	Part-time	Part-time / National
Employment Equity Occupational Group (EEOG)	All Employees Aboriginal Hired Peoples Hired		All Employees Aboriginal Hired Peoples Hire	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	_	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	_	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
Total	68	1	0	0

0	0	0	26
0	0	0	0
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Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted
'National	Part-time / National	National	Full-time / National
les	Aboriginal Peoples	Table 6: Abor	Tab
ŀ	•	•	•

2017	06	21		
Data	from Fori Pron	Data from Form 5 - Employees Promoted	oyees	
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Tab	le 6: Abor	Fable 6: Aboriginal Peoples	ples	
ıll-time ,	ıll-time / National	Part-time / National	/National	Fu
mployees omoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All En Term
#	#	#	#	
3	0	0	0	
S.	0	0	0	
2	0	0	0	
<u>3</u>	0	0	0	
3	0	0	0	
0	0	0	0	
0	0	0	0	

<u>ი                                    </u>	#	Employees minated	ull-time / National	Table	<b>←</b>
0 0 0	#	Aboriginal Peoples Terminated	National	10: Abo	<b>←</b>
0 0 0	#	All Employees Terminated	Part-time / National	<b>Table 10: Aboriginal Peoples</b>	<b>←</b>
0 0 0	#	Aboriginal Peoples Terminated	/ National	ples	<b>←</b>

II-time / Natio		nal Part-time / National	/ National
mployees minated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
3	0	0	0
∞	0	0	0
6	0	0	0
သ	0	0	0
<u>3</u>	0	0	0
0	0	0	0
9		2	0
12	0	0	0
13		0	0
2	0	2	0
4	0	0	0
15		0	0
0	0	0	0
0	0	0	0
78	3	4	0

Start Date of Flow Data         End Date of Flow Data           YYYY         MM         DD         YYYY         MM         DD           2016         06         29         2017         06         21	42914	Levitt-Safety Limited	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Table
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	Data from Fort	Data from Form 4 - Employees	Data from Form 5 - Employees	5 - Employees	Data from Form 6 - Employees	5 - Employees
	4	<b>+</b>	+	<b>+</b>	<b>+</b>	<b>4</b>
	Table 3: Persons	Table 3: Persons with Disabilities	Table 7: Persons v	Persons with Disabilities  Part-time / National	Table 11: Persons w	11: Persons with Disabilities  / National   Part-time / National
Employment Equity Occupational Group (EEOG)	All Employees Persons with Hired Disabilities	All Employees Persons with Hired Disabilities	All Employees Persons with Disabilities Promoted Disabilities	All Employees Persons with Promoted Disabilities	All Employees Persons with All Terminated Te	All Employees Disabilities
	# #	# #	# #	# #	# #	# #
01 Senior Managers 02 Middle & Other Managers	1 0 0	0 0	ა ა 0 0	0 0	<u>ж з</u> 0	0 0
03 Professionals	1 0	0 0	2 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	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
09 Skilled Crafts & Trades Workers	16 0	0 0	4 0	0 0	13	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
14 Other Manual Workers	0 0	0 0	0 0	0 0	0 0	0 0
Total	68 0	0 0	26 0	0 0	78 2	4 0

Start Date of Flow Data End Date of Flow Data	42914	Levitt-Safety Limited	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Table

2016	YYYY	Start
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29	DD	Data .
2017	AAAA	End I

Data from Form 4 - Employees

Data from Form 6 - Employees

Terminated

Hired

2017	End I
06	End Date of Flow Data Y MM 1
21	Data DD

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	Table 4:	Members o	Table 4: Members of Visible Minorities	inorities	
	Full-time / National	/ National	Part-time / National	'National	Ŧ
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All E
	#	#	#	#	
01 Senior Managers	1	0	0	0	
02 Middle & Other Managers	3	0	0	0	
03 Professionals	1	1	0	0	
04 Semi-Professionals & Technicians	7	2	0	0	
05 Supervisors	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	
07 Administrative & Senior Clerical Personnel	5	1	0	0	
08 Skilled Sales & Service Personnel	10	_	0	0	
09 Skilled Crafts & Trades Workers	16	2	0	0	
10 Clerical Personnel	4		0	0	
11 Intermediate Sales & Service Personnel	7	0	0	0	
12 Semi-Skilled Manual Workers	14		0	0	
13 Other Sales & Service Personnel	0	0	0	0	
14 Other Manual Workers	0	0	0	0	
Total	68	9	0	0	

0 0	1 0	2 0	0 0	4 0	<u>5</u> ,	0 0	0 0	3 0	3 1	2 0	<u>3</u>	3 0	# # # #	All Employees Visible All Employees Promoted Promoted Promoted	Full-time / National Part	Table 8: Members of Visible	↓ ↓ ↓	Promoted	Data from Form 5 - Employees	
0	0	0	0	0	0	0	0	0	0	0	0	0	#	All Employees Promoted	t-time.		<b>↓</b>	_	Empl	
0	0	0	0	0	0	0	0	0	0	0	0	0	#	Members of Visible Minorities Promoted	Part-time / National	Minorities	<b>←</b>		oyees	

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<b>~</b>	<b>←</b>	<b>←</b>	<b>←</b>
Table 12:	Members	Table 12: Members of Visible Minorities	<b>Ainorities</b>
Full-time / National	/National	Part-time / National	/ National
All Employees	Members of Visible	All Employees	Members of Visible
Terminated	Minorities Terminated	Terminated	Minorities Terminated
#	#	#	#
3	0	0	0
~	_	0	0
`	,	_	

0	4	10	78
0	0	0	0
0	0	0	0
0	0	2	15
0	0	_	4
0	2	1	2
0	0	0	13
0	0	2	12
0	2	0	9
0	0	0	0
0	0	0	သ
0	0		3
0	0	2	6
0	0		∞
0	0	0	သ
#	#	#	#
Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated	nployees

	<b>←</b>	Da
Ouration of Previous Goals	<b>←</b>	Data from Previous Goals
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	<b>←</b>	D;





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2016	YYYY	From	Long	revious Goz
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2016	YYYY	From	Long-	revious Goal
2016	YYYY	From	Long-t	revious Goals
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2016		From	Long-ter	revious Goals
2016		From	Long-ter	revious Goals
2016		From	Long-tern	revious Goals
2016		From	Long-tern	revious Goals
2016		From 7	Long-term	revious Goals
2016		From T	Long-term	revious Goals
2016		From T	Long-term	revious Goals
2016		From To	Long-term	revious Goals
2016		From To	Long-term	revious Goals
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2016		From To	Long-term	revious Goals
2016		From To	Long-term	revious Goals

2017	YYYY	From	Short-term	E
2020	YYYY	To	-term	Duration of Current Goals
2017	YYYY	From	Long-term	Jurrent Goal
	YYYY	To	-tern	İs

Emplo	Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	n Goals
		#	%	#	%
01	Senior Managers	_	0.0	0	0.0
02	Middle & Other Managers	2	0.0	2	0.0
03	Professionals		0.0	0	0.0
04	Semi-Professionals & Technicians	-	0.0		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	-	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
10	Clerical Personnel	_	0.0	0	0.0
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	_	0.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total			0.0	(A	0.0

**Fable 1: Women** 

	Women	len	
Short-term	rm Goals	Long-term	1 Goals
#	9%	#	%
2	0.0	0	0.0
2		0	0.0
_	0.0	0	0.0
0	0.0	0	0.0
4	0.0	0	0.0
0	0.0	0	0.0
2	0.0	0	0.0
0	0.0	0	0.0
2	0.0	0	0.0
0	0.0	0	0.0
2	0.0	0	0.0
2	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
11	0.0	0	0.0

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2016	YYYY			
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**Employment Equity Occupational Group (EEOG)** 

Short-term Goals

Long-term Goals

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**Fable 2: Aboriginal Peoples** 

**Aboriginal Peoples** 

2017	AAAA	From		
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20	YY	Fr		ırren
201	YY	Fro		ırreni
201	YYY	Fro		irrent
201	YYY	From	1	irrent
2017	YYY	Fron	L	irrent
2017	YYY	From	L	irrent (
2017	YYYY	From	Le	irrent (
2017	AAAA	From	Lo	irrent G
2017	YYYY	From	Loi	irrent G
2017	YYYY	From	Lor	irrent Go
2017	YYYY	From	Lon	irrent Go
2017	AAAA	From	Long	irrent Goz
2017	AAAA	From	Long	irrent Goa
2017	YYYY	From	Long	irrent Goal
2017	AAAA	From	Long-	ırrent Goal
2017	YYYY	From	Long-t	irrent Goals
2017	AAAA	From	Long-t	irrent Goals
2017	YYYY	From	Long-to	<b>Duration of Current Goals</b>
2017	AAAA	From	Long-te	irrent Goals
2017		From	Long-ter	irrent Goals
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2017			Long-tern	irrent Goals
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2017 0			Long-term	irrent Goals
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2017 0			Long-term	irrent Goals

0.0	2	0.0	ı.	
0.0	0	0.0	0	Other Manual Workers
0.0	0	0.0	0	Other Sales & Service Personnel
0.0	1	0.0	1	Semi-Skilled Manual Workers
0.0	0	0.0	0	Intermediate Sales & Service Personnel
0.0	0	0.0	0	Clerical Personnel
0.0	0	0.0	0	Skilled Crafts & Trades Workers
0.0	0	0.0	0	Skilled Sales & Service Personnel
0.0	0	0.0	0	Administrative & Senior Clerical Personnel
0.0	0	0.0	0	Supervisors: Crafts & Trades
0.0	0	0.0	0	Supervisors
0.0	0	0.0		Semi-Professionals & Technicians
0.0	0	0.0	0	Professionals
0.0	1	0.0	0	Middle & Other Managers
0.0	0	0.0	0	Senior Managers

01 02 03 03 04 04 05 06 06 07 07 07 11 11 11 13

180	Aboriginal	ginai People	reopies 28
Short-term Goals	m Goals		Long-term Goals
#	%	#	%
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	0.0	0	0.0
0	0.0	0	0.0
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0	0.0	0	0.0
0	0.0	0	0.0
	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
	0.0	0	0.0
	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
3	0.0	0	0.0

	Da	ta from Pı	Data from Previous Goals	als	D <sub>2</sub>	Data from Current Goals	urrent Go	als
	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	←	<b>←</b>	<b>←</b>	<b>←</b>
	D	uration of P	Duration of Previous Goals	ls		Duration of Current Goals	urrent Goa	S
	Short-term	-term	Long-term	term	Short	Short-term	Long	Long-term
	From	T <sub>0</sub>	From	To	From	To	From	To
	YYYY	YYYY	YYYY	YYYY	AAAA	YYYY	YYYY	AAAA
	2016	2019	2016	0	2017	2020	2017	0
	Table.	3: Persons	Table 3: Persons with Disabilities	bilities	Table	able 7: Persons with		Disabilities
		Persons with	Persons with Disabilities			Persons with Disabilities	n Disabilities	7
Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-ter	Long-term Goals	Short-te	Short-term Goals	Long-ter	Long-term Goals
	#	%	#	%	#	%	#	%
01/02 Managers	1	0.0	1	0.0	1	0.0	0	0.0
03 Professionals	0	0.0	0	0.0	0	0.0	0	0.0
04 Semi-Professionals & Technicians		0.0	0	0.0	_	0.0	0	0.0
05 Supervisors	1	0.0	2	0.0	1	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0	-	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	1	0.0	0	0.0	1	0.0	0	0.0
12 Semi-Skilled Manual Workers		0.0		0.0	1	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
Total	<b>S</b>	0.0	4-	0.0	2	0.0	0	0.0

YYYY	From	Short-term	Đ	<b>←</b>	Da
$\lambda\lambda\lambda\lambda$	To	-term	uration of F	<b>←</b>	ta from Pi
7777	From	Long	<b>Duration of Previous Goals</b>	<b>←</b>	Data from Previous Goals
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0	2016	2019	2016
YYYY	YYYY	YYYY	YYYY
To	From	To	From
term	Long-term	-term	Short-term
ls	Duration of Previous Goals	uration of P	D

Table 4: Members of Visible Minorities

Members of Visible Minorities

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Emplo	Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	n Goals
		#	%	#	%
01	Senior Managers	1	0.0	1	0.0
02	Middle & Other Managers		0.0	2	0.0
03	Professionals	1	0.0	0	0.0
04	Semi-Professionals & Technicians	0	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	2	0.0		0.0
10	Clerical Personnel	0	0.0	0	0.0
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	0	0.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		7	0.0	4	0.0

Table 8: N	: Members of Visible Minorities Members of Visible Minorities	f Visible N ble Minori	Ainorities lies
Short-term Goals	m Goals	Long-ter	Long-term Goals
#	%	#	%
0	0.0	0	0.0
2	0.0	0	0.0
1	0.0	0	0.0
	0.0	0	0.0
1	0.0	0	0.0
0	0.0	0	0.0
2	0.0	0	0.0
1	0.0	0	0.0
رن د	0.0	0	0.0
0	0.0	0	0.0
	0.0	0	0.0
2	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
8	0.0	0	0.0

3 0	2017 3	Managers 2020 6 1 16.7	07 Middle & Other 2017 6 1 16.7		01 Senior Managers 2017 4 0 0.0	# # # %		Employees	Tear	Employment Equity Hires and Promotions	New Entrants	<b>+ +</b>	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	динаванныя приментиванный в выправний в вы	2017 17 5 29.4	2016 25 8	2017 23 10	<sub>O2</sub> Middle & Other 2016 74 23 31.1	13 3		% # # # #	(EEOG) Employees Representation	ional Group	Year		+ +	Data sources:    Part 1:   Part 1:   E + D   Workforce   X 100   W	A B C D E F			
1 0.0	1 0.0	2 50.0	2 50.0	2 0.0		# %	Gon Mer		Women	Short-term Goals		<b>↓</b>	Part 3: E÷Gx F Goals 100		39.7 7	36.5 9	39.0	38.9 29	30.9 4	27.4 4	** #	Availability	Women	Workforce	Workforce Analysis	<b>+</b>	Part 1: D x G Workforce + 100	G H			
	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0		% %	Data mon.	Goal Percent of		Goals	9	<b>↓</b>	Part 3: F÷Ix100 Goals		-2 74.1	-1 87.7	1 111.5	-6 79.9	-1 74.7	-1 73.0	# 9%	Gap EE Result				<b>↓</b>	E-H E+H x100	I J			
	0	0	0 2	0	0	#		Goal		Lo	Goals	<b>←</b>	Part 3: Goals		1	7	3	Ÿ	7 1	)	#	Employees	<u> </u>			<b>←</b>	Part 2: Part 2	X		1	
	0.0 0.0	0.0 0.0	50.0 0.0	0.0 0.0		# %	COM MET	Percent of Goal	Women	Long-term Goals		<b>←</b>	E÷Kx Part 3: 100 Goals	***************************************	0.0		0.0		0.0		# %	Actual	H.	Hires		<b>←</b>	Part 2: Flow Data Analysis x 100	L M	42914	Levitt-Safety Limited	
		0.0	0.0	0.0		n:	Con Men	Percent of		S		<b>-</b>	F + M x 100	Permanent	0 0		0 1		0 0		#	Expected Di	Women			<b>←</b>	K x G ÷	Z	14	y Limited	
															0		-1		0		# #	Difference Employees	AII.			<b>←</b>	Part 2: L - N Flow Data Analysis	0 P			
															2 0		3 1	жонина	3 0		#	ees Actual		Pr	Flor	<b>←</b>		Q			
															0.0		33.3		0.0		# %	al Expected	Women	Promotions	Flow Data Analysis	<b>←</b>	Part 2: Flow Data Q + P x 100 P x F + 100 Analysis	RS			
									Com						1 -1		1 0		1 -1		*	cted Difference			nalysis	<u></u>	+100 Q-S	T			
									Comments						6		8		3		#	Employees	<b>*</b>			<b>←</b>	Part 2: Flow Data Fl Analysis /				
															2				0		4 4	Actual		Te		<b>←</b>	Part 2: V÷ Flow Data 10 Analysis	V			
															33.3		12.5		0.0		# %	Expected	Women	Terminations		<b>←</b>	V + U x	WX			
															2 0		2 -1		1 -1		#	d Difference				<b>←</b>	V - X	Y			
															28.6		16.5		21.4		9,0	Rate	Turnover			<b>←</b>	U+ ((DYear1+ DYear2)+ 2) x 100	Z			

Data sources:   Data	
C   D   E   F   G   H   I   J	
C   D   E   F   G   H   I   J	
Part 1:	
Part 1:	
Part 1:   D x G	
Part 1:   D x G	
Part 1:   D x G	
E-H   E+H   x 100	
E-H   E+H   x 100	
### EE Result   EE Result   F + 1 x 100   Go   Gol Met   Gol O.0.0   O	
Flow D Analys  Part :  Goa  Goa  ##	Federa
	al Con
	tractor Part 4: Levit
M M L + R x 100 M 110	s Prog Resul t-Safet
N KxG+ 100  SS  Expected # Expected # F+Mx 100  0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Federal Contractors Program Achievem Part 4: Results - Women Levitt-Safety Limited
0 0 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	chiever men ted
Part 2: Flow Data Analysis  #  All  #  0  1  0  4	nent Table
	able
Part 2: Flow Data Q+ Flow Prought #  Actual  2 2 2	
R	
x F + 100  Analy  S  S  S  S  S  S  S  S  S  S  S  S  S	
Com  Com  Com  Com  Com  Com  Com  Com	
Du U Part 2: Flow Da Analysi U Honploys	
v v Part 2:	
Difference ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (	
U + (DYcarl + DYcard) + 2)x   100  ↓ (Turnover Rate % 41.5)  51.1	[ [ [ [ ] ]

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	0.0	0.0	0.0	0	0.0	0.0	400.0	2	8 88.9	9		2020	Service Personnel	-
	0.0	0.0	0.0	0	0.0	0.0	0.0	0	8 88.9	9		2017	Intermediate Sales &	_
				0		0.0	0.0	0	4 100.0	4		2020	10 Clerical Personnel	10
	0.0		0.0			0.0	400.0	_			7	2017		
	#	%	#	#	%	%	9/0	#	%	#	#	#		
	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Actual		Employees		(EEOG)	Œ
		Women	Wo			nen	Women		Women	<u> </u>		Year	Occupational Group	Oc
		Long-term Goals	Long-ter		S	m Goals	Short-term Goals		motions	Hires and Promotions		•	<b>Employment Equity</b>	E
				Goals	G				Entrants	New Enti	2			
	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>			
	F÷Mx 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F+1 x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	E + D x 100	Part 2: ta Flow Data s Analysis	Part 2: Flow Data Analysis		Data sources:	Dati
	G													
0 1 0	2	14.3	. 2	14	126.3	<sub>3</sub>	12	16.5		72 1			_	7
***************************************				_	95.4	-1	13	18.5				$\dashv$	Semi-Skilled Manual	<del>,</del>
1 2 2	5	85.7	6	7	126.2	5	19	65.6				2017		1.1
				5-	113.3	2	18	67.9	20 76.9	26 2		2016	Intermediate Sales &	:
1 0 0	3	100.0	4	4	118.4	1	5		6 85.7			2017	10 Ciencai Personnei	16
				<u>.</u>	89.5	-1	8		7 63.6	11		2016		; 7
# # #	#	9%	#	Ħ	%	#	#	%	9/9	#	#	#		
Difference Employees Actual	Expected	Actual		Em	EE Result	Gap	Availability	Avail	Representation		Employees		(EEOG)	$\Theta$
AII	Women	Wo		All			Women	Wo			All		Occupational Group	ŏ
Promotions		Hires					е	Workforce	1		7	Year	Employment Equity	[E]
Flow Data Analysis							nalysis	Workforce Analysis	Work					
<b>+</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>			
Part 2:	K x G ÷	L+K x100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷H x 100	Е-Н	D x G + 100	Part 1: Workforce Analysis	E+D x100	Part 1: ce Workforce s Analysis	Part 1: Workforce Analysis		Data sources:	Dat
0 P Q	Z	Χ	L	K	J	_	Н	G	F	E	D	C	$\mathbf{A}$	$\triangleright$
	4	42914												
	Levitt-Safety Limited	t-Safety	Levit											
5	Part 4: Results - Women	Results	Part 4:											
evement Table	Federal Contractors Program Achievemen	s Progr	tractors	ral Con	Fede									

Total		Workers	14 Other	Personnel	13 Other			(EEOG)	Occupatio	Employm			Data sources:		10141	Total	Workers Workers	_	Personnel			(EEOG)	Occupation	Employm			Data sources:	A					
		SIK	Other Manual	nnel	Other Sales & Service			•	Occupational Group	Employment Equity							SIX	Other Manual	mel	Other Sales & Service			Occupational Group	Employment Equity				В					
2020	2017	2020	2017	2020		#			rear						2017	2016	2017	2016		e 2016	*			Year				С					
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Part 5: Results - Aboriginal Peoples
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Intermediate Sales & Service Personnel Semi-Skilled Manual Workers

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s with	mployee	e several e	we have	also know	ills to 20 t	goals, ho	ant equity	en sen-iuc employme	ibbout om e	our job postings to support our employment equity goals, however, we also know we have several employees with		0.0	0.0	0.0		0.0	0.0	0.0		0.0	0	10	2017		
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e Rate	Difference	Expected	al	Actual	Employees		Expected Difference		Actual	Employees	Difference	Expected	ual	Actual	Employees	EE Result 1	Gap	ility	Availability	tation	Representation	Employees	_		(EEOG)
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В	Data sources:			Employment Equity	Occupational Group	(EEOG)		Administrative &	Senior Clerical	Skilled Sales &	Service Personnel	Skilled Crafts &	Trades Workers
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দ	E+D x100	<b>←</b>	Work			Representation	9/0	3.8	1 3.7	0.0	0.0	3 4.8	3.2
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s	Part 2: Part 2: Pow Data Q + P x 100 P x F + 100 Analysis Analysis	<b>↓</b>	Flow Data Analysis	ons	Persons with Disabilities	Expects	#		0		0		0
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F÷I x 100	28.9	30.6	0.0	0.0	204.1	259.7	%	EE Result				<b>←</b>	E÷H x 100	J			Feder P	
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Hires and Promotions
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Short-term Goals

Goals

New Entrants

10

Clerical Personnel

2017 2020

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Intermediate Sales & Service Personnel Semi-Skilled Manual Workers

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# **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**

2017-06-28 Initiated: 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
	Yes	Yes 🗆

## 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

## 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
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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

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

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the <a href="Workplace Equity Information Management System">Workplace Equity Information Management System</a> (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 <u>ee-eme@hrsdc-rhdcc.gc.ca.</u>

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@hrsdc-rhdcc.gc.ca



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



From: Sekulovski, Elizabeth <elizabeth.sekulovski@levitt-safety.com> Sent: December 20, 2017 10:19 AM To: 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</sheelagh.bowers@levitt-safety.com></elizabeth.sekulovski@levitt-safety.com></ee-eme@hrsdc-rhdcc.gc.ca></elizabeth.sekulovski@levitt-safety.com>								
Hi Sylvie,								
Please see attached "Extension me know.	Request Form". If you have any questions and/or concerns, please let							
Thanks,								
Elizabeth								
to this message and follow with its deletion, s								
Hi Elizabeth ,								
and you need your Manager's a	your organization would like to review your goals according to your Gaps approval prior to do so. Since your Manager is ete 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@hrsdc-rhdcc.gc.ca

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdc-rhdcc.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:** <a href="mailto:sylvie.g.fortin@labour-travail.gc.ca">sylvie.g.fortin@labour-travail.gc.ca</a> <a href="mailto:sylvie.g.fortin@labour-travail.gc.ca">[mailto:sylvie.g.fortin@labour-travail.gc.ca</a>

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

**To:** Sekulovski, Elizabeth; <u>ee-eme@hrsdc-rhdcc.gc.ca</u>

**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

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From: ward.normandin@labour-travail.qc.ca [mailto:ward.normandin@labour-travail.qc.ca] On Behalf

Of ee-eme@hrsdc-rhdcc.gc.ca **Sent:** January 19, 2018 9:11 AM

To: Sekulovski, Elizabeth; ee-eme@hrsdc-rhdcc.gc.ca; sylvie.g.fortin@labour-travail.gc.ca

**Subject:** RE: extension Request form

Good morning Elizabeth,

Thank you for your message. Unfortunately s 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 / Tél.: 819-654-4334

Program Officer, Labour Program

Employment and Social Development Canada / Government of Canada

ward.normandin@labour-travail.gc.ca / Tel.: 819-654-4334



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**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 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

	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: <a href="mailto:sylvie.g.fortin@labour-travail.gc.ca">sylvie.g.fortin@labour-travail.gc.ca</a> On Behalf Of <a href="mailto:sylvie.g.fortin@labour-travail.gc.ca">ee-</a>

eme@hrsdc-rhdcc.qc.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@hrsdc-rhdcc.gc.ca

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