



Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Tyco Integrated Fire & Security Canada, Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Tyco Integrated Fire & Security	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 5616	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 2019 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan02l-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 2400 Skymark Avenue	City Mississauga	Province ON	Postal Code L4W5K5
	Telephone Number 905-212-4400	Fax Number 905-212-4407	

EMPLOYMENT EQUITY CONTACT	
Name (print) Naveen Rakkar	Title Human Resources Director
Telephone Number 905-212-4486	E-mail Address nra@kar@simplexgrinnell.com

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) William Bower	Title Vice President, Tax
Telephone Number 905-361-8844	E-mail Address bbower@tyco.com
Signature [REDACTED]	Date 07/28/2015

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> 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

Workplace Equity Information Management System - Tyco Integrated Fire & Security Canada, Inc.

Workforce Analysis - Detailed Report

Date: 2016-01-29

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Women			Gap #	Recruitment Area	
			Representation #	%	Availability %			
02 : Middle and Other Managers	National	125	14	11.2 %	38.9 %	49	-35	National
03 : Professionals		33	8	24.2 %	42.4 %	14	-6	
1121 : Human resources professionals	National	5	4	80.0 %	71.1 %	4	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	42.0 %	0	0	National
2171 : Information systems analysts and consultants	National	4	1	25.0 %	28.3 %	1	0	National
2172 : Database analysts and data administrators	National	4	1	25.0 %	35.2 %	1	0	National
2173 : Software engineers and designers	National	3	0	0.0 %	17.4 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	17.9 %	1	-1	National
4112 : Lawyers and Quebec notaries	National	2	2	100.0 %	42.5 %	1	1	National
4163 : Business development officers and marketing researchers and consultants	National	11	0	0.0 %	50.7 %	6	-6	National
04 : Semi-Professionals and Technicians		521	13	2.5 %	9.5 %	49	-36	
2241 : Electrical and electronics engineering technologists and technicians	Ontario	2	0	0.0 %	12.1 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Alberta	107	4	3.7 %	9.8 %	10	-6	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia	46	0	0.0 %	5.3 %	2	-2	British Columbia
2242 : Electronic service technicians (household and business equipment)	Manitoba	26	0	0.0 %	4.7 %	1	-1	Manitoba
2242 : Electronic service technicians (household and business equipment)	New Brunswick	5	1	20.0 %	16.7 %	1	0	New Brunswick
2242 : Electronic service technicians (household and business equipment)	Newfoundland and Labrador	19	0	0.0 %	7.6 %	1	-1	Newfoundland and Labrador
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	17	0	0.0 %	7.7 %	1	-1	Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Ontario	173	1	0.6 %	7.4 %	13	-12	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	75	0	0.0 %	7.5 %	6	-6	Québec
2242 : Electronic service technicians (household and business equipment)	Saskatchewan	11	0	0.0 %	7.4 %	1	-1	Saskatchewan
2253 : Drafting technologists and technicians	Alberta	10	1	10.0 %	32.8 %	3	-2	Alberta
2253 : Drafting technologists and technicians	British Columbia	5	0	0.0 %	21.8 %	1	-1	British Columbia
2253 : Drafting technologists and technicians	Ontario	8	2	25.0 %	26.4 %	2	0	Ontario

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2253 : Drafting technologists and technicians	Québec	3	0	0.0 %	30.9 %	1	-1	Québec
2253 : Drafting technologists and technicians	Saskatchewan	1	0	0.0 %	22.6 %	0	0	Saskatchewan
2282 : User support technicians	Alberta	1	1	100.0 %	26.7 %	0	1	Alberta
2282 : User support technicians	Ontario	5	0	0.0 %	24.2 %	1	-1	Ontario
2282 : User support technicians	Saskatchewan	1	0	0.0 %	27.1 %	0	0	Saskatchewan
2283 : Information systems testing technicians	Ontario	4	2	50.0 %	46.8 %	2	0	Ontario
2283 : Information systems testing technicians	Québec	1	1	100.0 %	32.5 %	0	1	Québec
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	82.0 %	1	-1	Ontario
05 : Supervisors		45	15	33.3 %	53.3 %	24	-9	
Employment Equity Occupational Group	Calgary	6	2	33.3 %	55.0 %	3	-1	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	56.2 %	2	-2	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	55.9 %	1	-1	Halifax
Employment Equity Occupational Group	Hamilton	1	1	100.0 %	56.5 %	1	0	Hamilton
Employment Equity Occupational Group	London	1	0	0.0 %	55.5 %	1	-1	London
Employment Equity Occupational Group	Montréal	5	1	20.0 %	50.8 %	3	-2	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	50.7 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	52.6 %	1	-1	Québec
Employment Equity Occupational Group	Toronto	19	9	47.4 %	53.0 %	10	-1	Toronto
Employment Equity Occupational Group	Vancouver	5	1	20.0 %	51.4 %	3	-2	Vancouver
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	54.2 %	1	0	Winnipeg
06 : Supervisors: Crafts and Trades		16	1	6.3 %	6.4 %	1	0	
7203 : Contractors and supervisors, pipefitting trades	Alberta	3	0	0.0 %	9.4 %	0	0	Alberta
7203 : Contractors and supervisors, pipefitting trades	British Columbia	4	0	0.0 %	5.8 %	0	0	British Columbia
7203 : Contractors and supervisors, pipefitting trades	Manitoba	1	0	0.0 %	0.0 %	0	0	Manitoba

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Date: 2016-01-29

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
7203 : Contractors and supervisors, pipefitting trades	Ontario	4	1	25.0 %	7.1 %	0	1	Ontario
7203 : Contractors and supervisors, pipefitting trades	Québec	3	0	0.0 %	4.9 %	0	0	Québec
7203 : Contractors and supervisors, pipefitting trades	Saskatchewan	1	0	0.0 %	7.7 %	0	0	Saskatchewan
07 : Administrative and Senior Clerical Personnel		152	106	69.7 %	81.0 %	123	-17	
Employment Equity Occupational Group	Alta. less CMAs	3	3	100.0 %	89.0 %	3	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	11	7	63.6 %	80.5 %	9	-2	Calgary
Employment Equity Occupational Group	Edmonton	16	12	75.0 %	84.6 %	14	-2	Edmonton
Employment Equity Occupational Group	Halifax	3	2	66.7 %	81.4 %	2	0	Halifax
Employment Equity Occupational Group	Hamilton	4	3	75.0 %	83.5 %	3	0	Hamilton
Employment Equity Occupational Group	Kingston	2	2	100.0 %	83.5 %	2	0	Kingston
Employment Equity Occupational Group	London	4	4	100.0 %	82.5 %	3	1	London
Employment Equity Occupational Group	Moncton	1	1	100.0 %	80.9 %	1	0	Moncton
Employment Equity Occupational Group	Montréal	5	1	20.0 %	80.8 %	4	-3	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	7	6	85.7 %	77.2 %	5	1	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	15	13	86.7 %	80.9 %	12	1	Québec
Employment Equity Occupational Group	Regina	1	1	100.0 %	80.7 %	1	0	Regina
Employment Equity Occupational Group	Saskatoon	3	2	66.7 %	84.0 %	3	-1	Saskatoon
Employment Equity Occupational Group	St. John's	2	1	50.0 %	82.5 %	2	-1	St. John's
Employment Equity Occupational Group	Toronto	56	33	58.9 %	80.1 %	45	-12	Toronto
Employment Equity Occupational Group	Vancouver	13	11	84.6 %	79.0 %	10	1	Vancouver
Employment Equity Occupational Group	Windsor	1	1	100.0 %	82.8 %	1	0	Windsor
Employment Equity Occupational Group	Winnipeg	5	3	60.0 %	81.1 %	4	-1	Winnipeg
08 : Skilled Sales and Service Personnel		165	26	15.8 %	26.4 %	44	-18	
6221 : Technical sales specialists - wholesale trade	Alberta	40	13	32.5 %	20.5 %	8	5	Alberta

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Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	British Columbia	24	4	16.7 %	26.3 %	6	-2	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	6	0	0.0 %	27.8 %	2	-2	Manitoba
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	4	0	0.0 %	30.7 %	1	-1	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Nova Scotia	2	0	0.0 %	24.9 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	59	5	8.5 %	28.7 %	17	-12	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	25	4	16.0 %	29.1 %	7	-3	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	5	0	0.0 %	28.0 %	1	-1	Saskatchewan
09 : Skilled Crafts and Trades Workers		398	3	0.8 %	1.6 %	6	-3	
7252 : Steamfitters, pipefitters and sprinkler system installers	Alberta	103	2	1.9 %	2.3 %	2	0	Alberta
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	64	0	0.0 %	1.1 %	1	-1	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	Manitoba	16	0	0.0 %	0.0 %	0	0	Manitoba
7252 : Steamfitters, pipefitters and sprinkler system installers	New Brunswick	6	0	0.0 %	1.6 %	0	0	New Brunswick
7252 : Steamfitters, pipefitters and sprinkler system installers	Newfoundland and Labrador	6	0	0.0 %	6.1 %	0	0	Newfoundland and Labrador
7252 : Steamfitters, pipefitters and sprinkler system installers	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	121	0	0.0 %	1.2 %	1	-1	Ontario
7252 : Steamfitters, pipefitters and sprinkler system installers	Québec	67	1	1.5 %	1.6 %	1	0	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Saskatchewan	11	0	0.0 %	1.9 %	0	0	Saskatchewan
7384 : Other trades and related occupations, n.e.c.	Ontario	2	0	0.0 %	5.8 %	0	0	Ontario
10 : Clerical Personnel		97	74	76.3 %	66.0 %	64	10	
Employment Equity Occupational Group	Calgary	10	10	100.0 %	70.2 %	7	3	Calgary
Employment Equity Occupational Group	Edmonton	2	2	100.0 %	70.3 %	1	1	Edmonton
Employment Equity Occupational Group	Hamilton	5	3	60.0 %	68.5 %	3	0	Hamilton
Employment Equity Occupational Group	Montréal	13	9	69.2 %	62.5 %	8	1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	2	1	50.0 %	65.8 %	1	0	Ottawa - Gatineau

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			#	%	%	#		
Employment Equity Occupational Group	Québec	2	2	100.0 %	61.6 %	1	1	Québec
Employment Equity Occupational Group	St. John's	1	0	0.0 %	72.6 %	1	-1	St. John's
Employment Equity Occupational Group	Toronto	54	39	72.2 %	65.2 %	35	4	Toronto
Employment Equity Occupational Group	Vancouver	6	6	100.0 %	70.0 %	4	2	Vancouver
Employment Equity Occupational Group	Winnipeg	2	2	100.0 %	67.9 %	1	1	Winnipeg
11 : Intermediate Sales and Service Personnel		163	51	31.3 %	63.2 %	103	-52	
Employment Equity Occupational Group	Calgary	7	2	28.6 %	66.1 %	5	-3	Calgary
Employment Equity Occupational Group	Edmonton	6	2	33.3 %	67.0 %	4	-2	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	65.5 %	1	-1	Halifax
Employment Equity Occupational Group	Hamilton	4	1	25.0 %	67.1 %	3	-2	Hamilton
Employment Equity Occupational Group	London	2	1	50.0 %	65.9 %	1	0	London
Employment Equity Occupational Group	Moncton	1	0	0.0 %	63.9 %	1	-1	Moncton
Employment Equity Occupational Group	Montréal	78	27	34.6 %	61.8 %	48	-21	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	61.8 %	2	-2	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	2	1	50.0 %	60.8 %	1	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	65.7 %	1	-1	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	67.9 %	1	-1	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	65.2 %	1	-1	St. John's
Employment Equity Occupational Group	Toronto	47	14	29.8 %	63.9 %	30	-16	Toronto
Employment Equity Occupational Group	Vancouver	5	2	40.0 %	64.2 %	3	-1	Vancouver
Employment Equity Occupational Group	Winnipeg	3	1	33.3 %	65.5 %	2	-1	Winnipeg
12 : Semi-Skilled Manual Workers		194	13	6.7 %	16.5 %	32	-19	
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	16.3 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	16	2	12.5 %	14.5 %	2	0	Calgary

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Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Edmonton	17	0	0.0 %	16.0 %	3	-3	Edmonton
Employment Equity Occupational Group	Halifax	5	0	0.0 %	12.1 %	1	-1	Halifax
Employment Equity Occupational Group	Hamilton	8	0	0.0 %	18.6 %	1	-1	Hamilton
Employment Equity Occupational Group	Kingston	4	0	0.0 %	11.2 %	0	0	Kingston
Employment Equity Occupational Group	London	3	1	33.3 %	18.7 %	1	0	London
Employment Equity Occupational Group	Moncton	2	0	0.0 %	12.3 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	1	0	0.0 %	18.4 %	0	0	Montréal
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	17.0 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	20	3	15.0 %	14.6 %	3	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	36	3	8.3 %	13.2 %	5	-2	Québec
Employment Equity Occupational Group	Regina	2	0	0.0 %	12.4 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	15.7 %	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	6.8 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	41	3	7.3 %	22.0 %	9	-6	Toronto
Employment Equity Occupational Group	Vancouver	22	1	4.5 %	17.1 %	4	-3	Vancouver
Employment Equity Occupational Group	Windsor	3	0	0.0 %	24.1 %	1	-1	Windsor
Employment Equity Occupational Group	Winnipeg	9	0	0.0 %	14.5 %	1	-1	Winnipeg
Total		1909	324	17.0 %	26.7 %	509	-185	

Total may not equal sum of components due to rounding.

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

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Date: 2016-01-29

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
02 : Middle and Other Managers	National	125	2	1.6 %	2.2 %	3	-1	National
03 : Professionals		33	1	3.0 %	1.7 %	1	0	
1121 : Human resources professionals	National	5	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	1.6 %	0	0	National
2171 : Information systems analysts and consultants	National	4	0	0.0 %	1.1 %	0	0	National
2172 : Database analysts and data administrators	National	4	0	0.0 %	1.3 %	0	0	National
2173 : Software engineers and designers	National	3	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	1.0 %	0	0	National
4112 : Lawyers and Quebec notaries	National	2	0	0.0 %	1.6 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	11	1	9.1 %	2.0 %	0	1	National
04 : Semi-Professionals and Technicians		521	18	3.5 %	2.2 %	11	7	
2241 : Electrical and electronics engineering technologists and technicians	Ontario	2	0	0.0 %	1.8 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Alberta	107	3	2.8 %	3.3 %	4	-1	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia	46	0	0.0 %	2.1 %	1	-1	British Columbia
2242 : Electronic service technicians (household and business equipment)	Manitoba	26	3	11.5 %	5.5 %	1	2	Manitoba
2242 : Electronic service technicians (household and business equipment)	New Brunswick	5	0	0.0 %	4.8 %	0	0	New Brunswick
2242 : Electronic service technicians (household and business equipment)	Newfoundland and Labrador	19	1	5.3 %	0.0 %	0	1	Newfoundland and Labrador
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	17	0	0.0 %	3.1 %	1	-1	Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Ontario	173	5	2.9 %	1.6 %	3	2	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	75	1	1.3 %	1.0 %	1	0	Québec
2242 : Electronic service technicians (household and business equipment)	Saskatchewan	11	1	9.1 %	5.0 %	1	0	Saskatchewan
2253 : Drafting technologists and technicians	Alberta	10	1	10.0 %	2.7 %	0	1	Alberta
2253 : Drafting technologists and technicians	British Columbia	5	2	40.0 %	2.3 %	0	2	British Columbia
2253 : Drafting technologists and technicians	Ontario	8	0	0.0 %	1.3 %	0	0	Ontario

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Aboriginal Peoples

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			Representation #	Representation %				
2253 : Drafting technologists and technicians	Québec	3	0	0.0 %	1.1 %	0	Québec	
2253 : Drafting technologists and technicians	Saskatchewan	1	1	100.0 %	2.4 %	0	Saskatchewan	
2282 : User support technicians	Alberta	1	0	0.0 %	3.8 %	0	Alberta	
2282 : User support technicians	Ontario	5	0	0.0 %	1.6 %	0	Ontario	
2282 : User support technicians	Saskatchewan	1	0	0.0 %	7.9 %	0	Saskatchewan	
2283 : Information systems testing technicians	Ontario	4	0	0.0 %	1.0 %	0	Ontario	
2283 : Information systems testing technicians	Québec	1	0	0.0 %	0.0 %	0	Québec	
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	1.5 %	0	Ontario	
05 : Supervisors		45	0	0.0 %	2.1 %	1	-1	
Employment Equity Occupational Group	Calgary	6	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	4.6 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	2.2 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.8 %	0	0	Hamilton
Employment Equity Occupational Group	London	1	0	0.0 %	1.7 %	0	0	London
Employment Equity Occupational Group	Montréal	5	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	1.2 %	0	0	Québec
Employment Equity Occupational Group	Toronto	19	0	0.0 %	1.0 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	5	0	0.0 %	2.6 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	11.8 %	0	0	Winnipeg
06 : Supervisors: Crafts and Trades		16	0	0.0 %	4.3 %	1	-1	
7203 : Contractors and supervisors, pipefitting trades	Alberta	3	0	0.0 %	3.1 %	0	0	Alberta
7203 : Contractors and supervisors, pipefitting trades	British Columbia	4	0	0.0 %	7.9 %	0	0	British Columbia
7203 : Contractors and supervisors, pipefitting trades	Manitoba	1	0	0.0 %	20.7 %	0	0	Manitoba

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area
			Representation #	%	Availability %		
7203 : Contractors and supervisors, pipefitting trades	Ontario	4	0	0.0 %	2.0 %	0	Ontario
7203 : Contractors and supervisors, pipefitting trades	Québec	3	0	0.0 %	0.0 %	0	Québec
7203 : Contractors and supervisors, pipefitting trades	Saskatchewan	1	0	0.0 %	0.0 %	0	Saskatchewan
07 : Administrative and Senior Clerical Personnel		152	6	3.9 %	2.0 %	3	
Employment Equity Occupational Group	Alta. less CMAs	3	0	0.0 %	6.0 %	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	11	0	0.0 %	2.6 %	0	Calgary
Employment Equity Occupational Group	Edmonton	16	0	0.0 %	3.6 %	1	-1
Employment Equity Occupational Group	Halifax	3	0	0.0 %	2.2 %	0	Halifax
Employment Equity Occupational Group	Hamilton	4	0	0.0 %	1.5 %	0	Hamilton
Employment Equity Occupational Group	Kingston	2	1	50.0 %	1.2 %	0	1
Employment Equity Occupational Group	London	4	0	0.0 %	0.8 %	0	London
Employment Equity Occupational Group	Moncton	1	0	0.0 %	1.2 %	0	Moncton
Employment Equity Occupational Group	Montréal	5	0	0.0 %	0.7 %	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	7	1	14.3 %	3.2 %	0	1
Employment Equity Occupational Group	Québec	15	0	0.0 %	0.7 %	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	6.4 %	0	Regina
Employment Equity Occupational Group	Saskatoon	3	0	0.0 %	6.4 %	0	Saskatoon
Employment Equity Occupational Group	St. John's	2	0	0.0 %	2.5 %	0	St. John's
Employment Equity Occupational Group	Toronto	56	4	7.1 %	0.8 %	0	4
Employment Equity Occupational Group	Vancouver	13	0	0.0 %	2.1 %	0	Vancouver
Employment Equity Occupational Group	Windsor	1	0	0.0 %	1.6 %	0	Windsor
Employment Equity Occupational Group	Winnipeg	5	0	0.0 %	8.5 %	0	Winnipeg
08 : Skilled Sales and Service Personnel		165	2	1.2 %	2.2 %	4	-2
6221 : Technical sales specialists - wholesale trade	Alberta	40	0	0.0 %	2.0 %	1	-1

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	British Columbia	24	0	0.0 %	2.5 %	1	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	6	0	0.0 %	6.3 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	4	0	0.0 %	14.9 %	1	-1	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Nova Scotia	2	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	59	1	1.7 %	1.0 %	1	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	25	0	0.0 %	1.0 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	5	1	20.0 %	8.2 %	0	1	Saskatchewan
09 : Skilled Crafts and Trades Workers		398	12	3.0 %	3.8 %	15	-3	
7252 : Steamfitters, pipefitters and sprinkler system installers	Alberta	103	2	1.9 %	5.8 %	6	-4	Alberta
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	64	2	3.1 %	4.2 %	3	-1	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	Manitoba	16	1	6.3 %	6.7 %	1	0	Manitoba
7252 : Steamfitters, pipefitters and sprinkler system installers	New Brunswick	6	0	0.0 %	5.5 %	0	0	New Brunswick
7252 : Steamfitters, pipefitters and sprinkler system installers	Newfoundland and Labrador	6	0	0.0 %	8.6 %	1	-1	Newfoundland and Labrador
7252 : Steamfitters, pipefitters and sprinkler system installers	Nova Scotia	2	0	0.0 %	1.2 %	0	0	Nova Scotia
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	121	6	5.0 %	2.0 %	2	4	Ontario
7252 : Steamfitters, pipefitters and sprinkler system installers	Québec	67	1	1.5 %	1.5 %	1	0	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Saskatchewan	11	0	0.0 %	10.6 %	1	-1	Saskatchewan
7384 : Other trades and related occupations, n.e.c.	Ontario	2	0	0.0 %	1.8 %	0	0	Ontario
10 : Clerical Personnel		97	2	2.1 %	1.4 %	1	1	
Employment Equity Occupational Group	Calgary	10	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	5.1 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	5	0	0.0 %	1.6 %	0	0	Hamilton
Employment Equity Occupational Group	Montréal	13	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	2	1	50.0 %	2.8 %	0	1	Ottawa - Gatineau

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area
			Representation #	%	Availability %		
Employment Equity Occupational Group	Québec	2	0	0.0 %	0.6 %	0	Québec
Employment Equity Occupational Group	St. John's	1	0	0.0 %	1.4 %	0	St. John's
Employment Equity Occupational Group	Toronto	54	1	1.9 %	0.7 %	0	Toronto
Employment Equity Occupational Group	Vancouver	6	0	0.0 %	2.4 %	0	Vancouver
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	9.8 %	0	Winnipeg
11 : Intermediate Sales and Service Personnel		163	1	0.6 %	1.4 %	2	-1
Employment Equity Occupational Group	Calgary	7	0	0.0 %	2.5 %	0	Calgary
Employment Equity Occupational Group	Edmonton	6	0	0.0 %	4.8 %	0	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	3.2 %	0	Halifax
Employment Equity Occupational Group	Hamilton	4	0	0.0 %	1.6 %	0	Hamilton
Employment Equity Occupational Group	London	2	0	0.0 %	1.4 %	0	London
Employment Equity Occupational Group	Moncton	1	0	0.0 %	1.4 %	0	Moncton
Employment Equity Occupational Group	Montréal	78	1	1.3 %	0.9 %	1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	3.0 %	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	2	0	0.0 %	1.2 %	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	9.2 %	0	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	8.2 %	0	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	2.1 %	0	St. John's
Employment Equity Occupational Group	Toronto	47	0	0.0 %	0.6 %	0	Toronto
Employment Equity Occupational Group	Vancouver	5	0	0.0 %	2.3 %	0	Vancouver
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	9.8 %	0	Winnipeg
12 : Semi-Skilled Manual Workers		194	5	2.6 %	2.7 %	5	0
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	8.5 %	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	16	0	0.0 %	3.5 %	1	-1 Calgary

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Edmonton	17	1	5.9 %	5.6 %	1	0	Edmonton
Employment Equity Occupational Group	Halifax	5	0	0.0 %	2.9 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	8	0	0.0 %	1.9 %	0	0	Hamilton
Employment Equity Occupational Group	Kingston	4	0	0.0 %	3.4 %	0	0	Kingston
Employment Equity Occupational Group	London	3	0	0.0 %	1.9 %	0	0	London
Employment Equity Occupational Group	Moncton	2	0	0.0 %	0.5 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	1	100.0 %	8.3 %	0	1	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	20	0	0.0 %	3.3 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	36	0	0.0 %	0.8 %	0	0	Québec
Employment Equity Occupational Group	Regina	2	0	0.0 %	8.3 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	6.5 %	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	1.5 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	41	1	2.4 %	0.7 %	0	1	Toronto
Employment Equity Occupational Group	Vancouver	22	1	4.5 %	2.2 %	0	1	Vancouver
Employment Equity Occupational Group	Windsor	3	0	0.0 %	2.0 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	9	1	11.1 %	10.0 %	1	0	Winnipeg
Total		1909	49	2.6 %	2.5 %	47	2	

Total may not equal sum of components due to rounding.

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

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
02 : Middle and Other Managers	National	125	10	8.0 %	15.0 %	19	-9	National
03 : Professionals		33	6	18.2 %	25.1 %	8	-2	
1121 : Human resources professionals	National	5	2	40.0 %	14.1 %	1	1	National
1122 : Professional occupations in business management consulting	National	1	1	100.0 %	21.6 %	0	1	National
2171 : Information systems analysts and consultants	National	4	0	0.0 %	31.4 %	1	-1	National
2172 : Database analysts and data administrators	National	4	0	0.0 %	32.3 %	1	-1	National
2173 : Software engineers and designers	National	3	0	0.0 %	40.5 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	3	2	66.7 %	31.5 %	1	1	National
4112 : Lawyers and Quebec notaries	National	2	0	0.0 %	12.5 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	11	1	9.1 %	21.9 %	2	-1	National
04 : Semi-Professionals and Technicians		521	41	7.9 %	22.9 %	119	-78	
2241 : Electrical and electronics engineering technologists and technicians	Ontario	2	1	50.0 %	31.4 %	1	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Alberta	107	9	8.4 %	23.2 %	25	-16	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia	46	2	4.3 %	32.8 %	15	-13	British Columbia
2242 : Electronic service technicians (household and business equipment)	Manitoba	26	1	3.8 %	16.8 %	4	-3	Manitoba
2242 : Electronic service technicians (household and business equipment)	New Brunswick	5	0	0.0 %	3.2 %	0	0	New Brunswick
2242 : Electronic service technicians (household and business equipment)	Newfoundland and Labrador	19	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	17	1	5.9 %	1.4 %	0	1	Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Ontario	173	18	10.4 %	29.3 %	51	-33	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	75	1	1.3 %	12.9 %	10	-9	Québec
2242 : Electronic service technicians (household and business equipment)	Saskatchewan	11	0	0.0 %	17.1 %	2	-2	Saskatchewan
2253 : Drafting technologists and technicians	Alberta	10	3	30.0 %	28.6 %	3	0	Alberta
2253 : Drafting technologists and technicians	British Columbia	5	2	40.0 %	33.4 %	2	0	British Columbia
2253 : Drafting technologists and technicians	Ontario	8	0	0.0 %	30.2 %	2	-2	Ontario

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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
2253 : Drafting technologists and technicians	Québec	3	1	33.3 %	7.7 %	0	1	Québec
2253 : Drafting technologists and technicians	Saskatchewan	1	0	0.0 %	6.3 %	0	0	Saskatchewan
2282 : User support technicians	Alberta	1	0	0.0 %	28.2 %	0	0	Alberta
2282 : User support technicians	Ontario	5	2	40.0 %	35.9 %	2	0	Ontario
2282 : User support technicians	Saskatchewan	1	0	0.0 %	7.9 %	0	0	Saskatchewan
2283 : Information systems testing technicians	Ontario	4	0	0.0 %	46.6 %	2	-2	Ontario
2283 : Information systems testing technicians	Québec	1	0	0.0 %	20.0 %	0	0	Québec
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	22.3 %	0	0	Ontario
05 : Supervisors		45	8	17.8 %	32.8 %	15	-7	
Employment Equity Occupational Group	Calgary	6	0	0.0 %	27.4 %	2	-2	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	21.6 %	1	-1	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	4.6 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	13.0 %	0	0	Hamilton
Employment Equity Occupational Group	London	1	0	0.0 %	6.8 %	0	0	London
Employment Equity Occupational Group	Montréal	5	0	0.0 %	16.7 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	2.3 %	0	0	Québec
Employment Equity Occupational Group	Toronto	19	5	26.3 %	45.8 %	9	-4	Toronto
Employment Equity Occupational Group	Vancouver	5	2	40.0 %	43.4 %	2	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	15.9 %	0	1	Winnipeg
06 : Supervisors: Crafts and Trades		16	1	6.3 %	5.0 %	1	0	
7203 : Contractors and supervisors, pipefitting trades	Alberta	3	0	0.0 %	5.0 %	0	0	Alberta
7203 : Contractors and supervisors, pipefitting trades	British Columbia	4	0	0.0 %	7.9 %	0	0	British Columbia
7203 : Contractors and supervisors, pipefitting trades	Manitoba	1	0	0.0 %	0.0 %	0	0	Manitoba

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			Representation #	%	Availability %			
7203 : Contractors and supervisors, pipefitting trades	Ontario	4	1	25.0 %	4.6 %	0	1	Ontario
7203 : Contractors and supervisors, pipefitting trades	Québec	3	0	0.0 %	4.9 %	0	0	Québec
7203 : Contractors and supervisors, pipefitting trades	Saskatchewan	1	0	0.0 %	0.0 %	0	0	Saskatchewan
07 : Administrative and Senior Clerical Personnel		152	28	18.4 %	21.7 %	33	-5	
Employment Equity Occupational Group	Alta. less CMAs	3	0	0.0 %	3.4 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	11	1	9.1 %	16.5 %	2	-1	Calgary
Employment Equity Occupational Group	Edmonton	16	1	6.3 %	13.4 %	2	-1	Edmonton
Employment Equity Occupational Group	Halifax	3	0	0.0 %	5.8 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	4	0	0.0 %	8.2 %	0	0	Hamilton
Employment Equity Occupational Group	Kingston	2	0	0.0 %	3.4 %	0	0	Kingston
Employment Equity Occupational Group	London	4	0	0.0 %	7.3 %	0	0	London
Employment Equity Occupational Group	Moncton	1	0	0.0 %	2.2 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	5	0	0.0 %	12.2 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	7	1	14.3 %	12.2 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	15	2	13.3 %	1.5 %	0	2	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	5.3 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	3	0	0.0 %	5.5 %	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	2	0	0.0 %	0.7 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	56	21	37.5 %	37.3 %	21	0	Toronto
Employment Equity Occupational Group	Vancouver	13	2	15.4 %	35.3 %	5	-3	Vancouver
Employment Equity Occupational Group	Windsor	1	0	0.0 %	9.9 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	5	0	0.0 %	11.1 %	1	-1	Winnipeg
08 : Skilled Sales and Service Personnel		165	14	8.5 %	15.4 %	25	-11	
6221 : Technical sales specialists - wholesale trade	Alberta	40	5	12.5 %	11.3 %	5	0	Alberta

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			Representation		Availability		Gap #	
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	British Columbia	24	2	8.3 %	24.7 %	6	-4	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	6	0	0.0 %	7.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	4	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Nova Scotia	2	0	0.0 %	2.7 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	59	7	11.9 %	20.8 %	12	-5	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	25	0	0.0 %	8.5 %	2	-2	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	5	0	0.0 %	2.7 %	0	0	Saskatchewan
09 : Skilled Crafts and Trades Workers		398	28	7.0 %	6.1 %	24	4	
7252 : Steamfitters, pipefitters and sprinkler system installers	Alberta	103	4	3.9 %	8.8 %	9	-5	Alberta
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	64	7	10.9 %	7.3 %	5	2	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	Manitoba	16	0	0.0 %	5.8 %	1	-1	Manitoba
7252 : Steamfitters, pipefitters and sprinkler system installers	New Brunswick	6	0	0.0 %	0.0 %	0	0	New Brunswick
7252 : Steamfitters, pipefitters and sprinkler system installers	Newfoundland and Labrador	6	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
7252 : Steamfitters, pipefitters and sprinkler system installers	Nova Scotia	2	0	0.0 %	2.5 %	0	0	Nova Scotia
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	121	15	12.4 %	6.5 %	8	7	Ontario
7252 : Steamfitters, pipefitters and sprinkler system installers	Québec	67	2	3.0 %	1.5 %	1	1	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Saskatchewan	11	0	0.0 %	3.4 %	0	0	Saskatchewan
7384 : Other trades and related occupations, n.e.c.	Ontario	2	0	0.0 %	7.9 %	0	0	Ontario
10 : Clerical Personnel		97	25	25.8 %	35.8 %	35	-10	
Employment Equity Occupational Group	Calgary	10	2	20.0 %	24.3 %	2	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	17.5 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	5	0	0.0 %	10.1 %	1	-1	Hamilton
Employment Equity Occupational Group	Montréal	13	2	15.4 %	17.4 %	2	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau

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			Representation #	%	Availability %			
Employment Equity Occupational Group	Québec	2	0	0.0 %	2.0 %	0	Québec	
Employment Equity Occupational Group	St. John's	1	0	0.0 %	0.8 %	0	St. John's	
Employment Equity Occupational Group	Toronto	54	21	38.9 %	48.1 %	26	-5	Toronto
Employment Equity Occupational Group	Vancouver	6	0	0.0 %	42.3 %	3	-3	Vancouver
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	17.0 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		163	29	17.8 %	30.1 %	49	-20	
Employment Equity Occupational Group	Calgary	7	0	0.0 %	29.7 %	2	-2	Calgary
Employment Equity Occupational Group	Edmonton	6	0	0.0 %	24.8 %	1	-1	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	8.5 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	4	1	25.0 %	15.8 %	1	0	Hamilton
Employment Equity Occupational Group	London	2	0	0.0 %	12.5 %	0	0	London
Employment Equity Occupational Group	Moncton	1	0	0.0 %	4.1 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	78	16	20.5 %	22.2 %	17	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	22.0 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	2	0	0.0 %	3.0 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	11.9 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	11.6 %	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	2.3 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	47	11	23.4 %	48.9 %	23	-12	Toronto
Employment Equity Occupational Group	Vancouver	5	1	20.0 %	47.5 %	2	-1	Vancouver
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	23.2 %	1	-1	Winnipeg
12 : Semi-Skilled Manual Workers		194	20	10.3 %	27.8 %	54	-34	
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	4.3 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	16	0	0.0 %	33.1 %	5	-5	Calgary

Workforce Analysis - Detailed Report

Date: 2016-01-29

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
Employment Equity Occupational Group	Edmonton	17	0	0.0 %	22.3 %	4	-4	Edmonton
Employment Equity Occupational Group	Halifax	5	0	0.0 %	6.1 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	8	1	12.5 %	16.4 %	1	0	Hamilton
Employment Equity Occupational Group	Kingston	4	0	0.0 %	3.5 %	0	0	Kingston
Employment Equity Occupational Group	London	3	0	0.0 %	12.9 %	0	0	London
Employment Equity Occupational Group	Moncton	2	0	0.0 %	2.1 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	1	0	0.0 %	22.7 %	0	0	Montréal
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	0.2 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	20	1	5.0 %	19.9 %	4	-3	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	36	2	5.6 %	2.3 %	1	1	Québec
Employment Equity Occupational Group	Regina	2	0	0.0 %	8.8 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	10.8 %	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	1.3 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	41	10	24.4 %	57.5 %	24	-14	Toronto
Employment Equity Occupational Group	Vancouver	22	4	18.2 %	48.9 %	11	-7	Vancouver
Employment Equity Occupational Group	Windsor	3	1	33.3 %	14.2 %	0	1	Windsor
Employment Equity Occupational Group	Winnipeg	9	1	11.1 %	27.9 %	3	-2	Winnipeg
Total		1909	210	11.0 %	20.0 %	382	-172	

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2016-01-29

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
01/02 : Managers	National	125	6	4.8 %	4.3 %	5	1	National
03 : Professionals	National	33	0	0.0 %	3.8 %	1	-1	National
04 : Semi-Professionals and Technicians	National	521	17	3.3 %	4.6 %	24	-7	National
05 : Supervisors	National	45	2	4.4 %	13.9 %	6	-4	National
06 : Supervisors: Crafts and Trades	National	16	0	0.0 %	7.8 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	152	10	6.6 %	3.4 %	5	5	National
08 : Skilled Sales and Service Personnel	National	165	7	4.2 %	3.5 %	6	1	National
09 : Skilled Crafts and Trades Workers	National	398	14	3.5 %	3.8 %	15	-1	National
10 : Clerical Personnel	National	97	1	1.0 %	7.0 %	7	-6	National
11 : Intermediate Sales and Service Personnel	National	163	6	3.7 %	5.6 %	9	-3	National
12 : Semi-Skilled Manual Workers	National	194	10	5.2 %	4.8 %	9	1	National
Total		1909	73	3.8 %	4.7 %	88	-15	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2016-01-29

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2016-01-29

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
06 : Supervisors: Crafts and Trades	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

Short-term Goal Setting Tool
Tyco Ingraded Fire & Security Canada, Inc.
2016-01-29

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	$B \times C \times 3$	Data entry	$B \times E \times 3$	$D + F$	Data entry from from Workforce Analysis	Equivalent to E	$H \times I \times 3$	$(D \times N) - O + J$	$G \times M$	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	$(H - J + L) - ((B + D) \times N)$	$H \div B$	$(H - J + L) \div (B + D)$

Employment Equity Occupational Group (EEOG)	All Employees 2016-2019	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	WOMEN										
		Annually	Over 3 Years	Annually	Over 3 Years		Current Rep.	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2016-2019		Present Availability	Present Gap	Proj. Gap	Present Rep.	Projected Rep. in 3 Years
								Annually	Over 3 Years		#	%					
		#	%	#	%		#	%	#	%	#	%	%	#	#	%	%
Middle & Other Managers	125	0.0%	0	4.8%	18	18	14	4.8%	2	37	7	38.9%	38.9%	-35	-30	11.2%	15.2%
Professionals	33	0.0%	0	10.1%	10	10	8	10.1%	2	8	4	42.4%	42.4%	-6	-4	24.2%	30.3%
Semi-Professionals & Technicians	521	0.0%	0	12.8%	200	200	13	12.8%	5	41	19	9.5%	9.5%	-36	-22	2.5%	5.2%
Supervisors	45	0.0%	0	5.9%	8	8	15	5.9%	3	12	3	Adjustment	53.3%	-9	-9	33.3%	33.3%
Skilled Sales & Service Personnel	165	0.0%	0	7.1%	35	35	26	7.1%	6	24	9	26.4%	26.4%	-18	-15	15.8%	17.6%
Skilled Crafts & Trades Workers	398	0.0%	0	1.7%	20	20	3	1.7%	0	3	1	Bridge	1.6%	-3	-2	0.8%	1.0%
Inter. Sales & Service Personnel	163	0.0%	0	4.1%	20	20	51	4.1%	6	58	10	50.0%	63.2%	-52	-48	31.5%	33.7%
Semi-Skilled Manual Workers	194	0.0%	0	5.2%	30	30	13	5.2%	2	21	5	16.5%	16.5%	-19	-16	6.7%	8.2%

Short-term Goal Setting Tool
Tyco Ingrated Fire & Security Canada, Inc.
2016-01-29

A	B Data entry from from Workforce Analysis	C Date entry	D B x C x 3	E Data entry	F B x E x 3	G D + F	H Data entry from from Workforce Analysis	I Equivalent to E	J H x I x 3	K (D x N) - O + J	L G x M	M Data entry	N Data entry from from Workforce Analysis	O Data entry from from Workforce Analysis	P (H - J + L) - ((B + D) x N)	Q H ÷ B	R (H - J + L) ÷ (B + D)
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Employment Equity Occupational Group (EEOG)	All Employees 2016-2019 #	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years #	ABORIGINAL PEOPLES										
		Annually %	Over 3 Years #	Annually %	Over 3 Years #		Current Rep. #	Turnover (Replacement of Terminated Employees)		Hires Required #	3 Year Goals 2016-2019		Present Availability %	Present Gap #	Proj. Gap #	Present Rep. %	Projected Rep. in 3 Years %
								Annually %	Over 3 Years #		Annually %	Over 3 Years #					
Middle & Other Managers	125	0.0%	0	4.8%	18	18	2	4.8%	0	1	1	Bridge	2.2%	-1	0	1.6%	2.4%
Supervisors	45	0.0%	0	5.9%	8	8	0	5.9%	0	1	1	Bridge	2.1%	-1	0	0.0%	2.2%
Supervisors: Crafts & Trades	16	0.0%	0	8.3%	4	4	0	8.3%	0	1	1	Bridge	4.3%	-1	0	0.0%	6.3%
Skilled Sales & Service Personnel	165	0.0%	0	7.1%	35	35	2	7.1%	0	2	1	2.2%	2.2%	-2	-1	1.2%	1.8%
Skilled Crafts & Trades Workers	398	0.0%	0	1.7%	20	20	12	1.7%	1	4	2	Bridge	3.8%	-3	-2	3.0%	3.3%
Inter. Sales & Service Personnel	163	0.0%	0	4.1%	20	20	1	4.1%	0	1	1	Bridge	1.4%	-1	0	0.6%	1.2%

Short-term Goal Setting Tool
Tyco Ingraded Fire & Security Canada, Inc.
2016-01-29

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H + B	(H - J + L) + (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2016-2019	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	VISIBLE MINORITIES										
		Annually	Over 3 Years	Annually	Over 3 Years		Current Rep.	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2016-2019		Present Availability	Present Gap	Proj. Gap	Present Rep.	Projected Rep. in 3 Years
								Annually	Over 3 Years		#	%					
Middle & Other Managers	125	0.0%	0	4.8%	18	18	10	4.8%	1	10	3	15.0%	15.0%	-9	-7	8.0%	9.6%
Professionals	33	0.0%	0	10.1%	10	10	6	10.1%	2	4	3	25.1%	25.1%	-2	-1	18.2%	21.2%
Semi-Professionals & Technicians	521	0.0%	0	12.8%	200	200	41	12.8%	16	94	46	22.9%	22.9%	-78	-48	7.9%	13.6%
Supervisors	45	0.0%	0	5.9%	8	8	8	5.9%	1	8	3	32.8%	32.8%	-7	-5	17.8%	22.2%
Admin. & Senior Clerical Personnel	152	0.0%	0	6.6%	30	30	28	6.6%	6	11	7	21.7%	21.7%	-5	-4	18.4%	19.1%
Skilled Sales & Service Personnel	165	0.0%	0	7.1%	35	35	14	7.1%	3	14	5	15.4%	15.4%	-11	-9	8.5%	9.7%
Clerical Personnel	97	0.0%	0	3.4%	10	10	25	3.4%	3	13	4	35.8%	35.8%	-10	-9	25.8%	26.8%
Inter. Sales & Service Personnel	163	0.0%	0	4.1%	20	20	29	4.1%	4	24	6	30.1%	30.1%	-20	-18	17.8%	19.0%
Semi-Skilled Manual Workers	194	0.0%	0	5.2%	30	30	20	5.2%	3	37	8	27.8%	27.8%	-34	-29	10.3%	12.9%

Short-term Goal Setting Tool
Tyco Ingrated Fire & Security Canada, Inc.
2016-01-29

A	B Data entry from from Workforce Analysis	C Data entry	D B x C x 3	E Data entry	F B x E x 3	G D + F	H Data entry from from Workforce Analysis	I Equivalent to E	J H x I x 3	K (D x N) - O + J	L G x M	M Data entry	N Data entry from from Workforce Analysis	O Data entry from from Workforce Analysis	P (H - J + L) - ((B + D) x N)	Q H + B	R (H - J + L) + (B + D)
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Employment Equity Occupational Group (EEOG)	All Employees 2016-2019 #	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years #	PERSONS WITH DISABILITIES										
		Annually %	Over 3 Years #	Annually %	Over 3 Years #		Current Rep. #	Turnover (Replacement of Terminated Employees)		Hires Required #	3 Year Goals 2016-2019		Present Availability %	Present Gap #	Proj. Gap #	Present Rep. %	Projected Rep. in 3 Years %
								Annually %	Over 3 Years #		#	%					
Professionals	33	0.0%	0	10.1%	10	10	0	10.1%	0	1	1	Bridge	3.8%	-1	0	0.0%	3.0%
Semi-Professionals & Technicians	521	0.0%	0	12.8%	200	200	17	12.8%	7	14	9	4.6%	4.6%	-7	-5	3.3%	3.6%
Supervisors	45	0.0%	0	5.9%	8	8	2	5.9%	0	4	1	13.9%	13.9%	-4	-3	4.4%	6.7%
Supervisors: Crafts & Trades	16	0.0%	0	8.3%	4	4	0	8.3%	0	1	1	Bridge	7.8%	-1	0	0.0%	6.3%
Skilled Crafts & Trades Workers	398	0.0%	0	1.7%	20	20	14	1.7%	1	2	2	Bridge	3.8%	-1	0	3.5%	3.8%
Clerical Personnel	97	0.0%	0	3.4%	10	10	1	3.4%	0	6	1	7.0%	7.0%	-6	-5	1.0%	2.1%
Inter. Sales & Service Personnel	163	0.0%	0	4.1%	20	20	6	4.1%	1	4	2	Bridge	5.6%	-3	-2	3.7%	4.3%

Tyco Integrated Fire & Security Canada, Inc.

Numerical Analysis: Women

Workforce Analysis					Employment Equity Plan			
EEOG #	Employment Equity Occupational Group (EEOG)	Current Representation	Gap		Numerical Goal		Time Frame	Manager Responsible
			#	Severity Ratio	#	%		
02	Middle & Other Managers	14	-35	28.6%	7	15.2%	2019	Director Human Resources
03	Professionals	8	-6	57.1%	4	30.3%	2019	Director Human Resources
04	Semi-Professionals & Technicians	13	-36	26.5%	19	5.2%	2019	Director Human Resources
05	Supervisors	15	-9	62.5%	3	35.6%	2019	Director Human Resources
08	Skilled Sales & Service Personnel	26	-18	59.1%	9	17.6%	2019	Director Human Resources
09	Skilled Crafts & Trade Workers	3	-3	50.0%	1	1.0%	2019	Director Human Resources
11	Inter. Sales & Service Personnel	51	-52	49.5%	10	33.7%	2019	Director Human Resources
12	Semi-Skilled Manual Workers	13	-19	40.6%	5	8.2%	2019	Director Human Resources

Tyco Integrated Fire & Security Canada, Inc.

Numerical Analysis: Aboriginal Peoples

Workforce Analysis					Employment Equity Plan			
EEOG #	Employment Equity Occupational Group (EEOG)	Current Representation	Gap		Numerical Goal		Time Frame	Manager Responsible
			#	Severity Ratio	#	%		
02	Middle & Other Managers	2	-1	66.7%	1	2.4%	2019	Director Human Resources
05	Supervisors	0	-1	0.0%	1	2.2%	2019	Director Human Resources
06	Supervisors: Crafts & Trades	0	-1	0.0%	1	6.3%	2019	Director Human Resources
08	Skilled Sales & Service Personnel	2	-2	50.0%	1	1.8%	2019	Director Human Resources
09	Skilled Crafts & Trade Workers	12	-3	80.0%	2	3.3%	2019	Director Human Resources
11	Inter. Sales & Service Personnel	1	-1	50.0%	1	1.2%	2019	Director Human Resources

Tyco Integrated Fire & Security Canada, Inc.

Numerical Analysis: Visible Minorities

Workforce Analysis					Employment Equity Plan			
EEOG #	Employment Equity Occupational Group (EEOG)	Current Representation	Gap		Numerical Goal		Time Frame	Manager Responsible
			#	Severity Ratio	#	%		
02	Middle & Other Managers	10	-9	52.6%	3	9.6%	2019	Director Human Resources
03	Professionals	6	-2	75.0%	3	21.2%	2019	Director Human Resources
04	Semi-Professionals & Technicians	41	-78	34.5%	46	13.6%	2019	Director Human Resources
05	Supervisors	8	-7	53.3%	3	22.2%	2019	Director Human Resources
07	Admin. & Sr. Clerical Personnel	28	-5	84.9%	7	19.1%	2019	Director Human Resources
08	Skilled Sales & Service Personnel	14	-11	56.0%	5	9.7%	2019	Director Human Resources
10	Clerical Personnel	25	-10	71.4%	4	26.8%	2019	Director Human Resources
11	Inter. Sales & Service Personnel	29	-20	59.2%	6	19.0%	2019	Director Human Resources
12	Semi-Skilled Manual Workers	20	-34	37.0%	8	12.9%	2019	Director Human Resources

Tyco Integrated Fire & Security Canada, Inc.

Numerical Analysis: Persons with Disabilities

Workforce Analysis					Employment Equity Plan			
EEOG #	Employment Equity Occupational Group (EEOG)	Current Representation	Gap		Numerical Goal		Time Frame	Manager Responsible
			#	Severity Ratio	#	%		
03	Professionals	0	-1	0.0%	1	3.0%	2019	Director Human Resources
04	Semi-Professionals & Technicians	17	-7	70.8%	9	3.6%	2019	Director Human Resources
05	Supervisors	2	-4	33.3%	1	6.7%	2019	Director Human Resources
06	Supervisors: Crafts & Trades	0	-1	0.0%	1	6.3%	2019	Director Human Resources
09	Skilled Crafts & Trade Workers	14	-1	93.3%	2	3.8%	2019	Director Human Resources
10	Clerical Personnel	1	-6	14.3%	1	2.1%	2019	Director Human Resources
11	Inter. Sales & Service Personnel	6	-3	66.7%	2	4.3%	2019	Director Human Resources

AstraZeneca

EEOG	All Employees	Hiring Opportunities	Women / 3 year Goal	Abn/3 year goal	VM/3 year Goal	PWD/Goal	Total Designated Grp Hires
Middle & Other Managers	125	18	7	1	3	NA	11
Professionals	33	10	4	NA	3	1	8
Semi-Professionals	521	200	19	NA	46	9	74
Supervisors	45	8	4	1*	2	1	8
Supervisors: Crafts & Trades	16	4	NA	1	NA	1	2
Administrative & Senior Clerical Personnel	152	30	NA	NA	7	NA	7
Skilled Sales & Service Personnel	165	35	9	1	5	NA	15
Skilled Crafts & Trades Workers	398	20	1	2	NA	2	5
Clerical Personnel	97	10	NA	NA	4	1	5
Intermediate Sales & Service Personnel	163	20	5	1	6	2	14
Semi-Skilled Manual Workers	194	30	NA	NA	8	NA	8
Total	1909	385	49	7	84	17	157

* Due to the severity of underrepresentation of Aboriginal supervisors a 'bridge' of 1 was allocated to this designated group.

As there are only 8 hiring opportunities for Supervisors and there is the greatest representation of women as compared to availability among women. The number of supervisors allocated to this group the availability of this designated group, the share of hires for women has been reduced to 2.

Summary of Goals
Tyco Integrated Fire & Security Canada, Inc.
2016/01/29

Women

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	#	# and %	
02	Middle & Other Managers	-35	7	35 -- 38.9%	
03	Professionals	-6	4	6 -- 42.4%	
04	Semi-Professionals & Technicians	-36	19	36 -- 9.5%	
05	Supervisors	-9	3	9 -- 50.0%	
08	Skilled Sales & Service Personnel	-18	9	18 -- 26.4%	
09	Skilled Crafts & Trades Workers	-3	1	3 -- 1.6%	
11	Inter. Sales & Service Personnel	-52	10	52 -- 50.0%	
12	Semi-Skilled Manual Workers	-19	5	19 --16.5%	

Aboriginal Peoples

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	#	# and %	
02	Middle & Other Managers	-1	1	1 -- 2.2%	
05	Supervisors	-1	1	1 -- 2.1%	
06	Supervisors: Crafts & Trades	-1	1	1 -- 4.3%	
08	Skilled Sales & Service Personnel	-2	1	2 -- 2.2%	
09	Skilled Crafts & Trades Workers	-3	2	3 -- 3.8%	
11	Inter. Sales & Service Personnel	-1	1	1 -- 1.4%	

Visible Minorities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	#	# and %	
02	Middle & Other Managers	-9	3	9 -- 15.0%	
03	Professionals	-2	3	2 -- 25.1%	
04	Semi-Professionals & Technicians	-78	48	78 -- 22.9%	
05	Supervisors	-7	3	7 --32.8%	
07	Admin & Sr. Clerical Personnel	-5	7	5 -- 21.7%	
08	Skilled Sales & Service Personnel	-11	5	11 -- 15.4%	
10	Clerical Personnel	-10	4	10 -- 35.8%	
11	Inter. Sales & Service Personnel	-20	6	20 --30.1%	
12	Semi-Skilled Manual Workers	-34	8	34 --27.8%	

Persons with Disabilities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	#	# and %	
03	Professionals	-1	1	1-- 3.8%	
04	Semi-Professionals & Technicians	-7	9	7 -- 4.6%	
05	Supervisors	-4	1	4-- 13.9%	
06	Supervisors: Crafts & Trades	-1	1	1-- 7.8%	
09	Skilled Crafts & Trades Workers	-1	2	1 -- 3.8%	
10	Clerical Personnel	-6	1	6 -- 7.0%	
11	Inter. Sales & Service Personnel	-3	2	3-- 5.6%	

From: "Goodwin, Jennifer C [NC]"
To: bbower@tyco.com
Sent: 2016-06-21 14:47:39
Subject: Notice of Compliance
Attachments:FP-Letter-WEDClosingLetter-20160616.pdf

Hello,

The conformity assessment performed for your organization has been completed. It has been determined that your organization meets the employment equity criteria of the Federal Contractors Program. The Notice of Compliance letter is attached.

Yours sincerely,

Jenny Goodwin

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
jennifer.goodwin@hrsdc-rhdcc.gc.ca /
Tel: 819-654-4326

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
jennifer.goodwin@hrsdc-rhdcc.gc.ca
/ Tel: 819-654-4326



Employment Equity Self-Identification Questionnaire

(Confidential when completed)

This questionnaire is also available in alternative formats

EMPLOYEE NAME

First Name

Family Name

Answering the self-identification questions is voluntary and you may self-identify as being a member of more than one designated group. The questionnaire is available in alternate formats upon request. All information you submit will remain strictly confidential and you can change it at any time. Privacy and confidentiality are protected by federal and provincial privacy laws and our company’s protocols. Please complete the survey even if you are not a member of a designated group. Only authorized internal HR staff will have access to this information which will be used only for employment equity purposes.

Because of the importance of the survey, we want to be sure that we have heard from all employees. If you do not choose to answer the self-identification questions, you need to indicate this by ticking the box below, filling in your name and submitting the survey.

I do not wish to answer the self-identification questions.

Then, please return it in the pre-addressed envelope by internal mail to:
Stacey Safran CHRL, HR Manager, Tyco Integrated and Security, 2400 Skymark Avenue,
Mississauga, ON L4W 5K5 Canada

We strongly encourage you to complete the whole survey to help ensure the success of employment equity at Tyco.

Going forward, only your Employee Number will be used as an identifier.

Thank you for your cooperation.

1. Please indicate your gender

- Male
- Female

2. Persons with disabilities are those that have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be disadvantaged in employment by reason of that impairment, or believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Examples of disabilities include, but are not limited to:

Coordination or Dexterity

- Difficulty using hands or arms, such as grasping objects or using a keyboard

Mobility

- Difficulty moving around from one office to another, walking long distances or using stairs

Blind or Visually Impaired

- Unable to see or difficulty seeing, glaucoma, but do not include yourself if you can see well with glasses or contact lenses

Speech

- Difficulty speaking or being understood

Hearing

- Unable to hear or difficulty hearing

Other Disabilities

- Learning, developmental and other types of disabilities

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

- Yes
- No

3. An Aboriginal person is a North American Indian, Métis, or Inuit and/or a Treaty Indian or a Registered Indian and/or member of an Indian Band/First Nation.

Based on this definition, are you an Aboriginal person?

- Yes
- No

4. Members of visible minorities are persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, regardless of birthplace.

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

- Black
- Non-white Latin American (including indigenous persons from Central and South America)
- East Asian (e.g., Chinese, Japanese, Korean)

- South Asian/ East Indian (e.g., Indian, Pakistani, Bangladeshi, East Indians from Guyana, Trinidad, East Africa)
- Southeast Asian (e.g. Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
- Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
- Persons of Mixed Origin (e.g., with one parent in one of the visible minority groups listed above)

Based on this definition, are you a member of a visible minority group?

- Yes
- No

Thank you for helping us to continue to cultivate a winning work culture that makes Tyco a great place to work. Please place completed questionnaire in the pre-addressed envelope, seal and return by internal mail to:

Stacey Safran C.H.R.L / HR Manager / Tyco Integrated Fire & Security/ 2400 Skymark Avenue,
Mississauga, ON L4W 5K5 Canada

Signature: _____

Date: _____

**QUESTION AND ANSWER INFORMATION FOR
TYCO INTEGRATED FIRE AND SECURITY
SELF-IDENTIFICATION EMPLOYMENT EQUITY QUESTIONNAIRE**

Here are some frequently asked questions:

Q: WHY IS THIS INFORMATION BEING COLLECTED?

Tyco will implement employment equity because we were awarded a high value government of Canada contract. Implementing employment equity is a condition of this award. Collection of our workforce data is the first step.

Q: HOW IS THIS INFORMATION BEING COLLECTED?

The information is being collected through an online survey and through a hard copy questionnaire. The questionnaire is available in alternate formats for those who require it. You will be given the time and privacy you need to complete and return the survey. The survey will be administered by Employment Matters Consulting, an external consulting group that specializes in employment equity, diversity and inclusion.

Q: I COMPLETED THE SURVEY IN 2012 AS AN EMPLOYEE OF SIMPLEXGRINNELL. DO I HAVE TO DO IT AGAIN?

Yes. We ask that you complete this questionnaire.

Q: I DO NOT SELF IDENTIFY AS A MEMBER OF A DESIGNATED GROUP. DO I HAVE TO COMPLETE THE QUESTIONNAIRE?

Yes. All employees are asked to complete the questionnaire, even if you do not self-identify as a member of one of the four designated groups.

Q: WILL MY INFORMATION BE KEPT CONFIDENTIAL?

Yes. Federal and provincial privacy laws and our company's privacy policies establish strict protocols for the collection, storage, maintenance and disclosure of employment equity workforce data and of your personal information. Privacy and confidentiality are assured.

Only authorized HR staff will have access to employment equity data for employment equity purposes only. HR staff are authorized to maintain the employment equity database, to analyse the workforce data and report survey data in summary or aggregate form only and in a way that does not directly or indirectly disclose personal information.

Q: HOW WILL MY SELF-IDENTIFICATION DATA BE USED?

Data will be used to analyze and report on the representation, distribution, and status of designated groups in Tyco; to analyze and report on the employment equity progress of the company; and to help identify and remove employment barriers from the Tyco's employment policies and practices

Q: MUST I ANSWER THIS QUESTIONNAIRE?

Providing self-identification information is voluntary; however, we strongly encourage each employee to complete and return the questionnaire. Whether or not you voluntarily identify your designated group status, we ask that you complete the top portion of the questionnaire to provide your name or employee number and return the questionnaire.

We require a response rate of at least 80% to ensure the reliability of the workforce data.

Q: DOES THIS DATA COLLECTION EXERCISE INFRINGE ON MY HUMAN RIGHTS?

No. The collection of this data does not infringe on your human rights. It is permitted under human rights legislation and under federal Employment Equity legislation.

Q: WHAT IF MY INFORMATION CHANGES LATER ON?

You may change your information at any time. To do so, contact Human Resources.

Q: CAN I IDENTIFY IN MORE THAN ONE GROUP?

Yes. For example, a person whose mother is of East Indian origin and whose father is a member of a First Nation could self-identify as being both Aboriginal and a visible minority.

Q: WHY IS EMPLOYMENT EQUITY IMPORTANT?

It is good for business. It strengthens our ability to compete for and retain high value federal contracts and in this way, it contributes to our company's profitability, viability and to security of employment for all. As an HR strategy it enables us to attract and retain the diversity of talent our company needs to be competitive in the marketplace.

Q: DOES EMPLOYMENT EQUITY MEAN A QUOTA SYSTEM?

No. A quota system would require that a fixed number of people be placed in certain jobs regardless of their qualifications and skills. Specifically, section 6 of the *Employment Act* forbids the use of quotas.

Questions? Contact your manager or Naveen Rakkar. Naveen's contact information is: NRakkar@simplexgrinnell.com and 905.212.4486.



Agreement Number: 10000335

June 16, 2016

William Bower
Vice President, Tax
Tyco Integrated Fire & Security Canada Inc.
2400 Skymark Avenue
Mississauga, Ontario L4W 5K5

Re: Federal Contractors Program – Notification of Compliance

Dear Mr. Bower,

I am writing to confirm that we received the information for the compliance assessment submitted early on June 16, 2016. As a result of the assessment, Tyco Integrated Fire & Security Canada Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) for employment equity.

The purpose of this initial assessment was to verify that your organization has taken steps to achieve employment equity by surveying its workforce, conducting a workforce analysis, and setting hiring and promotion goals where gaps in the representation of the designated groups were identified.

Under the terms of the FCP, your organization may be selected for a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial employment equity submission.

Should Tyco Integrated Fire & Security Canada Inc. be notified of a follow-up assessment, the following information will be required:

- a completed Achievement Table;
- a current workforce analysis; and
- revised goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the first assessment. If over the three year period reasonable progress has not been made, Tyco Integrated Fire & Security Canada Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

Finally, you will find attached a summary of your organizations' employment equity results for women, Aboriginal peoples and members of visible minorities compared to the Administrative and support, waste management and remediation services industry and the overall Canadian labour market availability. Please note that currently the labour market availability at the industry level is not available for persons with disabilities.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Tyco Integrated Fire & Security Canada Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,



Brigitte Savoie
Manager, Program Operations
Employment and Social Development Canada – Labour Program

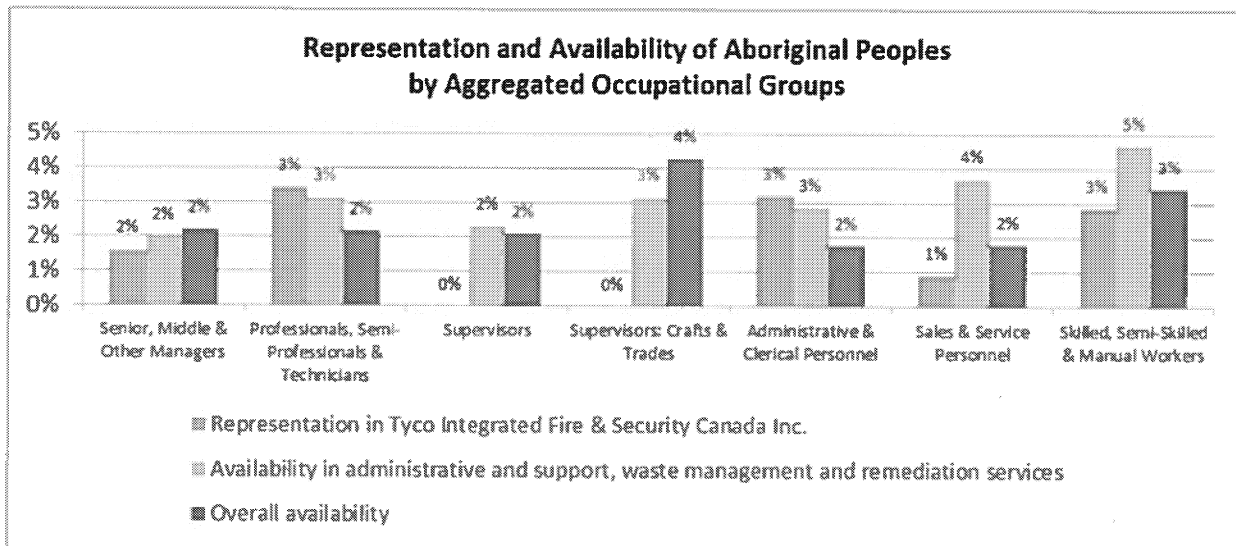
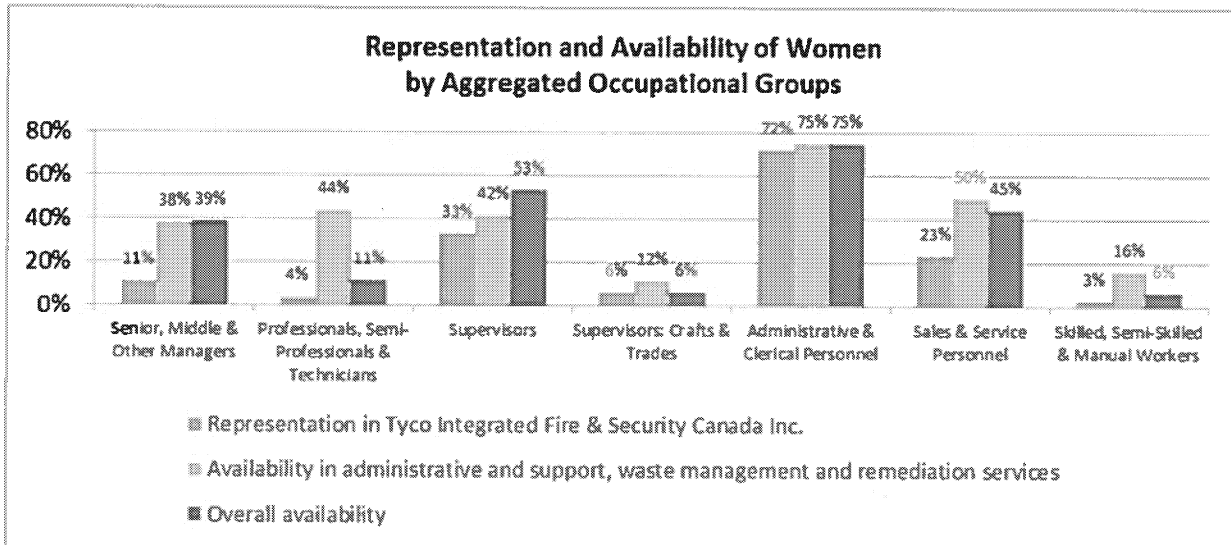
c.c.: Naveen Rakkar, Human Resources Director

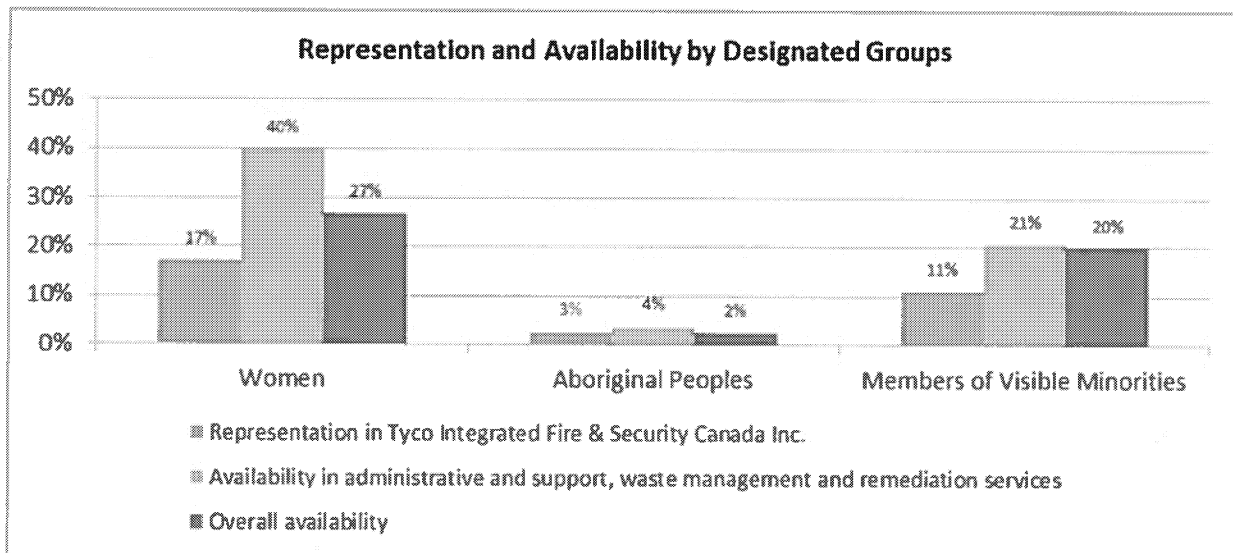
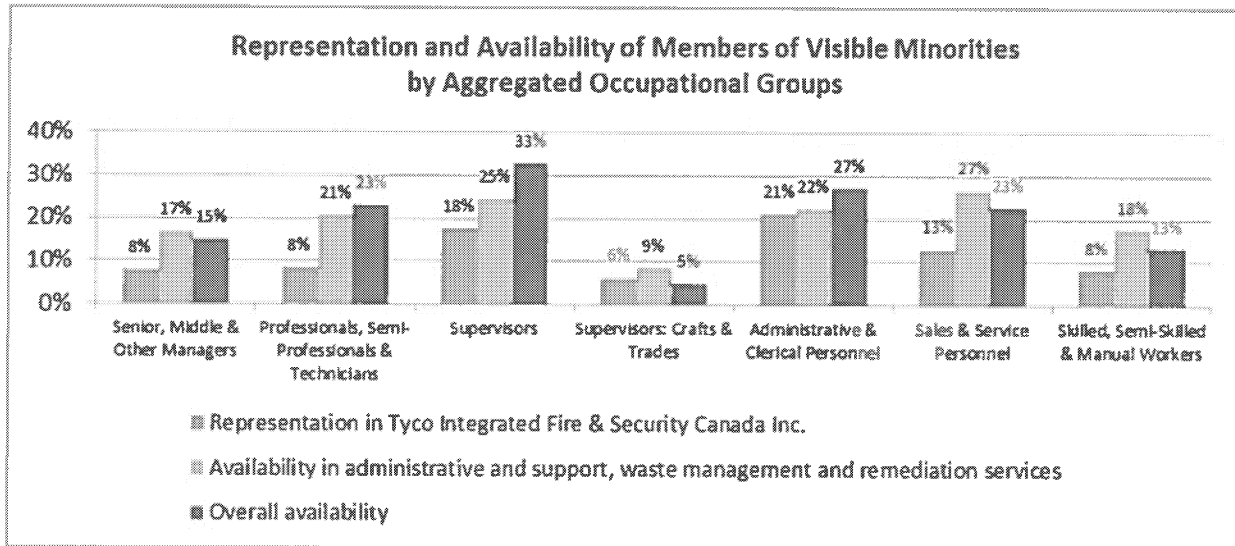
Attachment

Summary of Tyco Integrated Fire & Security Canada Inc.'s Employment Equity Results

In the charts below, the representation of women, Aboriginal peoples and members of visible minorities at the overall and aggregated Employment Equity Occupational Group (EEOG) levels in Tyco Integrated Fire & Security Canada Inc. based on your organization's submission are compared to the Administrative and support, waste management and remediation services industry and the overall Canadian labour market availability.

Note: The Canadian labour market availability at the industry level for persons with disabilities is not currently available.





The 14 EEOGs have been aggregated as follows:

- EEOG 1 Senior Managers and EEOG 2 Middle and Other Managers
- EEOG 3 Professionals and EEOG 4 Semi-Professionals and Technicians
- EEOG 5 Supervisors
- EEOG 6 Supervisors: Crafts and Trades
- EEOG 7 Administrative and Senior Clerical Personnel and EEOG 10 Clerical Personnel
- EEOG 8 Skilled Sales and Service Personnel, EEOG 11 Intermediate Sales and Service Personnel and EEOG 13 Other Sales and Service Personnel
- EEOG 9 Skilled Crafts and Trades Workers, EEOG 12 Semi-Skilled Manual Workers and EEOG 14 Other Manual Workers

TYCO INTEGRATED FIRE AND SECURITY INC. FIRST YEAR COMPLIANCE ASSESSMENT

REQUIREMENT NO. 1:- COLLECTION OF WORKFORCE INFORMATION

ASSESSMENT FACTORS

- Questionnaire Definitions
- Self-Identification Questionnaire
- Return and Response Rates
- Keeping data up-to-date.
- Coding of Positions
- Calculating representation

Tyco Integrated Fire and Security has complied with all assessment factors

1.0 DOCUMENTARY EVIDENCE

We attach the following:

- Employment Equity Self-Identification Questionnaires that include the definitions
- The accompanying documentation that includes the FAQs distributed to employees as part of the company's employee engagement strategy.

1.1 Questionnaire Definitions

- Definitions are consistent with and in compliance with the Employment Equity Act.

1.2 Self-identification questionnaire

- The questionnaire and the accompanying documentation state the purpose of employment equity and advises employees that:
 - They may self-identify as being a member of more than one designated group
 - The questionnaire is available in alternate formats on request
 - Answering the self-identification questions is voluntary and that returning the questionnaire is mandatory
 - Information provided is confidential and that they may change their employment equity information at any time
 - Only duly authorized personnel will have access to their information and that it will be used for employment equity purposes only

Tyco Integrated Fire and Security has established strict protocols to ensure confidentiality of individual designated group status information with respect to its collection, use, access, dissemination, transmission and storage.

Employees are advised that their data will be used to analyze and report on the representation, distribution, and status of designated groups in order to analyze and report on the employment equity progress of the company and to help identify and remove employment barriers from Tyco's employment systems, policies and practices. Further employees are made aware that the company will share aggregate data only, and it shall ensure that in the use of these data, individuals are not, either directly or indirectly identified.

The survey was done online and hard copy. All correspondence and materials were made available in both official languages.

1.3 Return and Response Rates

Here are the Return and Response rates for Tyco's permanent full time and permanent part time staff.

- The number of questionnaires distributed – 1909
- The number of questionnaires returned -1604
- The Return Rate- 84.0%
- The Completion Rate- 81.6%

1.4 Keeping Data Up-to-Date

- Tyco Integrated Fire and Security has in place a New Hire package to capture new employees at time of their onboarding. This is done using the Employment Equity Self-Identification Questionnaire and its accompanying documentation.
- The FAQs educate all employees including new hires about the purpose of employment equity and Tyco's employment equity program.
- Tyco Integrated Fire and Security shall update its WEIMS database- new hires, terminations and promotions- and complete a workforce analysis annually to monitor progress and to revise its program if necessary.
- The company will continue to follow up survey non-respondents to maintain at minimum an 80% response rate.

1.5 Coding of Positions

- Tyco Integrated Fire and Security worked with the external consultant to code all of its positions using 2011 NOCs enabling it to upload to WEIMS and so access the 2011 Census data.

1.6 Calculating Representation

Tyco Integrated Fire and Security correctly determined its internal representation.

REQUIREMENT NO. 2- WORKFORCE ANALYSIS

ASSESSMENT FACTORS

- Calculating availability estimates
- Occupation and geographic levels of comparisons
- Identifying under-representation

Tyco Integrated Fire and Security complied with all assessment factors

2.0 DOCUMENTARY EVIDENCE-

We attach the following:

- Workforce Analysis Summary and Detailed Tables

2.1 COMMENTARY-

- These workforce analysis reports are produced by the Workplace Equity Information Management System (WEIMS).
- The 2011 national availability benchmarks are set by the Labour Program. The National Household Survey (NHS) 2011 was used for Aboriginal peoples, visible minorities and women. The Canadian Survey on Disability (CSD) was used for persons with disabilities.

- Findings of underrepresentation are based on these availability estimates. Given the Tyco Integrated Fire and Security occupational structure- its EEOGs and NAICS- the relevant labour markets are national, provincial and the local Census Metropolitan Area (CMA).

The company used the analysis of its workforce data to begin an in depth analysis of patterns of representation of each of the four designated groups. The WFA Narrative lays the foundation for the review of employment systems and the development of qualitative goals. Tyco Integrated Fire and Security will review its employment systems, policies and practices and will develop strategies and initiatives and an accountability framework to increase the representation of the groups that are currently underrepresented in its workforce.

REQUIREMENT NO. 3- SHORT AND LONG TERM NUMERIC GOALS

ASSESSMENT FACTORS

- Short term goals
- Long term goals
- Considerations upon which goals are based
- Sufficiency of Goals

Tyco Integrated Fire and Security has complied with all assessment factors.

3.0 DOCUMENTARY EVIDENCE:-

We attach the following

- Short Term Goal Setting Tool
- Short Term Goals Numbers Summary
- Numerical Goals Summary and Accountability Chart
- The ESDC FCP Short and Long Term Goals Summary Template document that lists the WFA results and the Short Term and Long Term numerical goals.

3.1 COMMENTARY-

In developing the short term numerical goals, we took into account these considerations:

No anticipated growth of the workforce during the period covered by the goals: -

- Tyco expects workforce stability and a no growth scenario during the period covered by the goals.
- Numerical goals are the share of hires the underrepresented designated group is expected to achieve in the EEOG in which it is underrepresented. Key determinants of the share of hires anticipated for each underrepresented group are a) the hires anticipated in the EEOG b) the availability rate of the underrepresented group in the EEOG and c) the severity of the underrepresentation and so the demand to ensure sufficiency of the goal(s).

Sufficiency of Goals: - This assessment factor is defined in this way.

- *“Goals established by contractors are sufficient to ensure reasonable progress toward closing each gap in representation by being above or, at minimum, equal to availability”*
- We therefore ensured that the Projected Gap for each designated group, at the end of the goal setting period was less than the Present Gap. This was done only in circumstances where the anticipated number of hires supported it.
- Tyco will hire some designated groups above availability. This is indicated by “bridge” in Column M in the *Short Term Goal Setting Tool* document

3.2 Short Term Numerical Goals

We established 3-year short term numerical goals for all four designated groups in these EEOGs:

- EEOG: 02 – Middle & Other Managers
 - Women, Aboriginal Peoples, Visible Minorities
- EEOG: 03 – Professionals
 - Women, Visible Minorities, Persons with Disabilities
- EEOG: 04 – Semi-Professionals and Technicians
 - Women, Visible Minorities, Persons with Disabilities
- EEOG: 05 – Supervisors
 - Women, Aboriginal Peoples, Visible Minorities, Persons with Disabilities
- EEOG: 06- Supervisors: Crafts and Trades
 - Aboriginal Peoples, Persons with Disabilities
- EEOG: 07-Administrative and Senior Clerical Personnel
 - Women, Visible Minorities
- EEOG: 08- Skilled Sales and Service Personnel
 - Women, Aboriginal Peoples, Visible Minorities, Persons with Disabilities
- EEOG: 09- Skilled Crafts and Trades Workers
 - Women, Aboriginal Peoples, Visible Minorities, Persons with Disabilities
- EEOG: 10- Clerical Personnel
 - Visible Minorities, Persons with Disabilities
- EEOG: 11- Intermediate Sales and Service Personnel
 - Women, Aboriginal Peoples, Visible Minorities, Persons with Disabilities
- EEOG: 12- Semi-Skilled Manual Workers
 - Women, Visible Minorities,

3.3 The Short Term Goal Setting Tool. Numerical Goals Summary

We use the ESDC-prescribed template- *Short Term Goal Setting Tool*- to calculate the share of hires in the EEOGs where there is underrepresentation. We also provide the *Short Term Goals Numbers Summary* that shows the following:

- During the period covered by the goals, the company anticipates 385 hiring opportunities.
- Women: anticipated share of hires is 49 or 12.7%. the majority of these hires(19) is in EEOG: 04-Semi Professional and Technicians
- Aboriginal Peoples: anticipated share of hires is 7 or 1.8%
- Visible Minorities: anticipated share of hires is 84 or 21.8%. the majority of these hires (46) is in EEOG: 04- Semi Professionals and Technicians
- Persons with Disabilities: anticipated share of hires is 17 or 4.4%

To achieve these numerical goals, the designated groups are expected to have 157 or 35.5% of anticipated hires over the next three years.

- The Workforce Analysis shows that Women and Visible Minorities experience the highest prevalence of underrepresentation. Both groups are underrepresented in 9 of Tyco's 11 occupational groups.
 - However when we apply all the filters of significance- prevalence, size of the gaps and the severity ratio, underrepresentation is most significant among women.

- Persons with Disabilities are underrepresented in 7: and Aboriginal Peoples in 6.

Tyco shall review its employment systems to develop barrier free strategies and initiatives to attract, hire and retain talent from the designated groups that are now underrepresented.

3.4 Numerical Goals Summary and Accountability Chart

This chart identifies short term numerical goals, their due date and the manager who is accountable. Tyco Integrated Fire and Security developed an accountability framework as part of its ongoing commitment to make all reasonable efforts to achieve full representation.

3.5 Numerical Goals- Long Term- ESDC FCP Goals Summary

- The company's long term numerical goals are the full representation over time of the designated groups in the areas where they are underrepresented.
- The ESDC FCP Short and Long Term Goals Summary document lists the long term numerical goals.
- We are aware that the long term goals may likely change because of the effects of a) the short term goals and b) the employment equity initiatives undertaken by the company to remove employment barriers and to increase representation of the underrepresented designated groups and c) any changes in the business environments.
- Because of the severity of underrepresentation, the company will be challenged to achieve full representation of some designated groups in some of its occupational groups

END.