2003 Employment profile

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The information presented in this report is based on the 2003 Employment Survey. The survey was a collaborative effort by the Planning and Building Department and the Economic Development Office.

Figures in this report have been rounded. Calculations (e.g., summations and percentages) have been performed on unrounded data.

November 2003

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2003 Employment Profile

1.0 INTRODUCTION

This report presents a profile of employment and business activities in the City of Mississauga in 2003. The City acknowledges the importance of a strong employment base by incorporating objectives regarding employment in both its Strategic Plan and Mississauga Plan.

One of the Strategic Plan visions is that "*Mississauga will be a distinct major Canadian City*." Objectives relating to this statement include, *"to develop a regional employment centre in excess of 500,000 jobs*" and "*to provide a variety of opportunities in housing, employment, recreation, cultural and social amenities*." In addition, the Strategic Plan states that "*Mississauga will have a dynamic and diverse economic base*." Objectives related to this goal include ". . . *assist(ing) local business to grow and prosper*" and "*attract(ing) new businesses that offer good growth prospects and provide high-quality jobs.*"

Employment is also a principal theme of Mississauga Plan. Mississauga Plan states that the City will have a strong economic base having a diversity of business activities, capability for growth and a wide range of employment activities. Mississauga Plan Goal 2.3, *"Population and Employment"* states, "*Mississauga will encourage a range of employment opportunities…*" Objectives relating to this goal state that the City, "*continue to be a net importer of labour.*"

Monitoring of strategic and planning policies is undertaken to ensure the objectives outlined in these policies are being met. The Employment Survey and Employment Profile are part of the monitoring activities and contribute to the assessment of how the goals in the Strategic Plan and Mississauga Plan are being implemented.

Collection of employment information is an important data resource. In addition to monitoring strategic and planning policies, the data are used in forecasting and planning for future needs and services, attracting businesses to the City, retention programs for existing businesses and development of future financial and economic strategies.

1.1 Background

Annual monitoring of employment trends has proven challenging and methodologies have changed to address issues that have emerged at various times. The present employment survey method was initiated in 1999. The 1999 review of employment in the City concentrated on developing a complete inventory of businesses from the variety of databases used in the past as well as field checking the existing data set. The 1999 employment survey focussed on information relating to businesses. In subsequent years, emphasis was placed on adding and updating employment data. The employment survey does not collect employment data for home-based businesses.

Employment information is stored in the Mississauga Employment Database (MED). This database, shared by both the Planning and Building Department and Economic Development Office, is maintained and updated on an on-going basis. In 2003, the database was reviewed and changes were implemented to improve the collection and retention of data.

Other sources of employment information for the City of Mississauga includes data from the Canadian Business Patterns (CBP), produced by Statistics Canada, the 2001 Census of Canada labour force activity data, released in February 2003, and the 2003 Growth Forecasts prepared by Hemson Consulting. Employment data from these sources are monitored and reviewed on a continuing basis.

1.2 Methodology

The methodology for the 2003 Employment Survey included the compilation of a complete list of employment sites from the 2002 Mississauga Employment Database and new businesses from Building Permit Reports and an extensive field survey to confirm the name and location of every business in the City. For businesses located within Residential Districts, a mail-out questionnaire was sent to selected businesses requesting further information on business operations and employment information; a follow-up telephone interview was attempted where there was no response to the mail-out questionnaire. For businesses located within Employment Districts, a telephone survey was conducted of selected businesses by the firm Call Response and monitored by the Economic Development Office[1].

A property-based approach is used to collect employment data. Employment information is recorded by location. Where a business has several locations, employment is recorded at each separate location. For businesses that have several buildings on a property, employment figures may be stored at one building address. The property-based approach allows an analysis of employment by Planning District (see Appendix A) and other geographic boundaries.

A concerted effort is made to collect data for businesses thought to have 100 or more employees, therefore, it was assumed that for the most part, the remaining businesses with no employment data are smaller establishments. An adjustment factor is applied to those businesses with no employment, to estimate total employment in the City of Mississauga. To better reflect the characteristics of the businesses located within each Planning District, the adjustment factor that is applied depends on whether the business is located in a Residential or Employment District. The Residential District adjustment factor is calculated using the average number of employees for businesses with less than 100 employees in all Residential Planning Districts. This overall adjustment factor is then applied to businesses with no employment data located in Residential Districts. The Employment District adjustment factor is unique to each Employment Planning District and is calculated based on the average number of employees for businesses with less than 100 employees within each Employment District. This unique adjustment factor is then applied to those businesses with no employment within each Employment Planning District. The Residential District adjustment factor and Employment District adjustment factors are outlined in Appendix B.

[1] Businesses were selected for a mail-out questionnaire or a telephone survey when total employment was equal or greater than 100 employees, if existing employment data was greater than 2 years old or no employment data was recorded for a business.

2.0 EMPLOYMENT DATA – 2003

This section presents a profile of businesses and employment based on results from the 2003 Employment Survey, as well as a comparison to the Census definition of employment.

2.1 Total Employment

Employment[2] in the City of Mississauga, based on the 2003 Employment Survey, was 375,620. Employment data for 17,810 businesses or 87% of the 20,450[3] operating businesses were obtained. When the employment figure of 375,620 is brought in line with the Census definition of employment to consider persons with multiple jobs, to include home-based businesses and to add office employment for new office buildings, the estimate of total employment is 400,000[4] (see Table 1). This is also the 2003 Growth Forecast projection of employment in the City of Mississauga for June 2003.

Table 1 on page four summarizes employment and population information. It shows that with a projected population of 673,700 and employment of 400,000, Mississauga has an employment ratio of .59. That is, for every 100 residents of the City, there were 59 local jobs. This table also shows that with a participating labour force of 380,500, Mississauga must import a net labour force of approximately 19,500 persons. When consideration is made for a portion of the participating labour force that is unemployed, around 8%, the imported labour force is approximately 49,900 employees. These figures indicate that the City is meeting the population and employment objective in Mississauga Plan regarding being a net importer of employment.

[2] Employment was estimated based on data contained in the Mississauga Employment Database, data from the 2003 Employment Survey, and estimates made for businesses for which employment data were not available (see Appendix B for the factors that were applied to these businesses). Part-time positions have been converted to full-time equivalents, based on the assumption that two part-time positions are equivalent to one full-time position. This does not include home-based businesses.

[3] The Canadian Business Patterns, Statistics Canada reports approximately 45,734 businesses in the City of Mississauga, with over half of these businesses reporting no employment. When the number of businesses with no employment is subtracted from the total, the figure derived is approximately the number of operating businesses noted in this report.

[4] The following modifications were made to the 2003 Employment Survey employment to reflect the Census definition of employment: 40% of total part-time employment was excluded to account for individuals holding multiple jobs, 80% of home-based businesses in the City of Mississauga, as reported in the 2001 Census, was added and office employment was added for new office buildings that were vacant at the time of the 2003 Employment Survey.

Table 1: Population, Total Employment and Resident Labour Force, 2003*	
Employment from the 2003 Employment Survey	375,620
Census Adjustment[a]	24,380
Total Employment[b]	400,000
Total Population[c]	673,700
Resident Labour Force[d]	539,000
Participating Labour Force[e]	380,500
Employed Labour Force	350,100
Unemployed Labour Force[f]	30,400
Employment Ratio[g]	.59
Difference Between Total Employment and Participating Labour Force	19,500
Labour Import[h]	49,900

*numbers have been rounded

[a] This figure accounts for multiple part-time jobs, home-based businesses and an adjustment for new office space.
[b] This figure represents the 2003 Employment Survey total plus the Census adjustment.
[c] Population figure is the 2003 Growth Forecast projection for June 2003 including the census undercount.
[d] The Resident Labour Force represents the population 15 years+ calculated from the 2003 Growth Forecast projection for June 2003.
[e] Participating Labour Force is the resident labour force multiplied by the participation rate of 70.6% from the Labour Force Survey by Statistics Canada for the second quarter of 2003.
[f] Unemployed Labour Force is the Participating Labour Force multiplied by the unemployment rate of 8% from the Labour Force Survey by Statistics Canada for the second quarter of 2003.
[g] Employment Ratio is total employment divided by the total population.
[h] Labour Import refers to the total employment positions minus the employed labour force.

Analysis in subsequent sections is based on results from the 2003 Employment Survey and does not include modifications for the Census definition of employment.

2.1.1 Employment by Planning District

Figure 1 summarizes employment by Planning District. Northeast has the largest employment population with 123,110 or 33% of the total employment in the City. Gateway has the second largest concentration with 50,295 or 13% of employment. This is followed by Meadowvale Business Park with 36,140 employment positions representing 10% of the total employment. These three districts combined have over half of the City's employment opportunities.

Full-Time and Part-Time Employment[5]

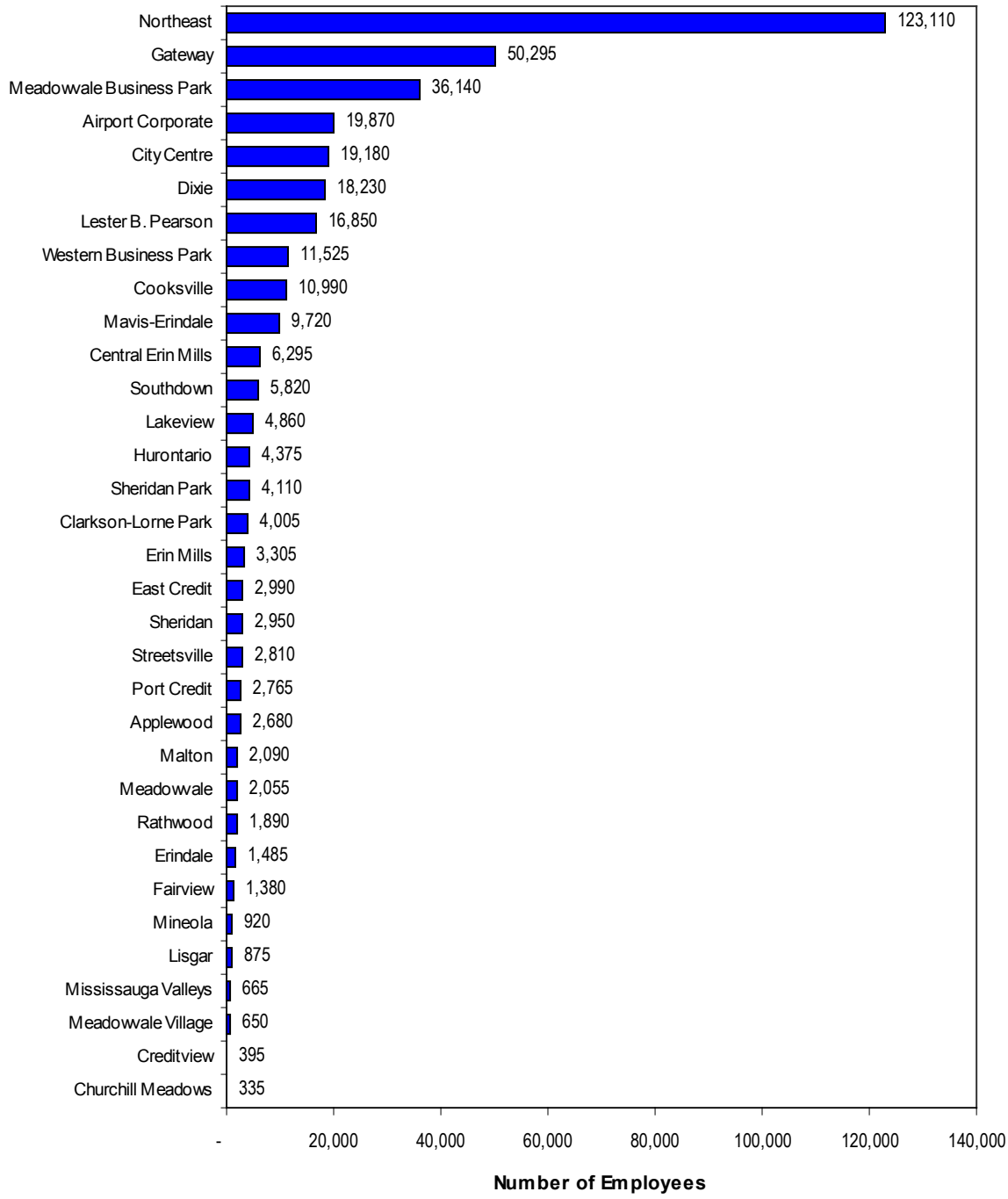
Full-time employment is 91% of total employment. Northeast has the largest proportion of full-time employment with 33%, where Gateway follows with 14%, and Meadowvale Business Park has the third largest proportion of full-time employment with 10%.

[5] Full-time and part-time employment figures are based on businesses where employment information is available.

Part-time employment represents 9% of total employment. For this report, one part-time employment position is considered half or .5 of one full-time employment position. As anticipated, Northeast has the largest proportion of part-time employment with 15%. Outside of Northeast, City Centre (12%), Cooksville (8%), Central Erin Mills (7%) and Gateway (7%) also have significant concentrations of part-time positions.

The proportion of full-time positions within Planning Districts ranges from 63% in Central Erin Mills and 66% in Churchill Meadows, to 98% in Airport Corporate and 99% in Sheridan Park. Most Employment Districts, with the exception of City Centre, have greater than 90% of total employment represented by full-time positions. As expected, most Residential Districts have a higher proportion of total employment represented by part-time positions as compared to Employment Districts.

Figure 1: Employment by Planning District, 2003



2.2 Businesses and Vacancies

There were 20,450 businesses operating in Mississauga in 2003. In addition, the 2003 employment survey recorded 1,945 vacancies[6] for a total of 22,395 business sites. Nine percent of total business sites were vacant.

2.2.1 Businesses and Vacancies by Planning District

Table 2 and Figures 2a and 2b provide a summary of existing businesses and vacancies by Planning District. Map 1 shows the location of vacancies in the City.

Northeast has the largest concentration of businesses with 6,630 or 32%. This is followed by Gateway with 1,625 or 8%, and Dixie with 1,435 or 7% of businesses.

The largest proportion of total City vacancies is found in districts that have the largest concentrations of businesses, Northeast with 35% or 675 vacancies, Dixie with 11% (220 vacancies) and Gateway, Meadowvale Business Park and City Centre each representing approximately 6% of total City vacancies. However, in general, these areas do not reflect the highest vacancies when vacancies are viewed as a percent of total business sites within each district, with the exception of Dixie. The highest vacancies as a percent of total business sites within the Planning District are Airport Corporate (14%), Dixie and Southdown (13%) and Port Credit (12%). Airport Corporate, Dixie and Southdown vacancies occur mainly within multi-unit industrial developments and major office buildings. Commercial and minor office vacancies are found in Airport Corporate, Dixie and Port Credit.

[6] Vacancies refers to vacant buildings and vacant units within multiple unit developments. Some condominium industrial units are recorded as vacant buildings.

Table 2: Businesses and Vacancies* by Planning District, 2003						
Planning District	Total Business Sites	Businesses		Vacancies		
		# of Businesses	% of City Businesses	# of Vacancies	% of City Vacancies	% of Vacancies in each Planning District
Northeast	7,305	6,630	32%	675	35%	9%
Gateway	1,740	1,625	8%	115	6%	7%
Dixie	1,650	1,435	7%	220	11%	13%
Meadowvale Business Park	1,245	1,135	6%	115	6%	9%
Cooksville	1,130	1,055	5%	80	4%	7%
City Centre	1,085	965	5%	120	6%	11%
Western Business Park	1,010	940	5%	75	4%	7%
Airport Corporate	615	530	3%	90	5%	14%
Lakeview	565	520	3%	45	2%	8%
Mavis-Erindale	525	470	2%	55	3%	10%
Port Credit	530	465	2%	60	3%	12%
Central Erin Mills	475	455	2%	20	1%	4%
Streetsville	465	445	2%	20	1%	4%
Clarkson-Lorne Park	440	400	2%	35	2%	8%
Applewood	425	395	2%	30	2%	7%
Hurontario	375	355	2%	20	1%	5%
Malton	370	345	2%	20	1%	6%
Lester B. Pearson	280	280	1%	5	0.2%	1%
Sheridan	290	265	1%	25	1%	8%
Rathwood	255	240	1%	15	1%	6%
Southdown	260	230	1%	35	2%	13%
Erin Mills	210	200	1%	10	0.4%	4%
Meadowvale	215	200	1%	15	1%	6%
East Credit	205	190	1%	10	1%	5%
Erindale	170	160	1%	5	0.4%	4%
Fairview	115	110	1%	5	0.3%	5%
Mineola	115	105	1%	10	1%	10%
Creditview	75	70	0.3%	5	0.3%	7%
Mississauga Valleys	70	70	0.3%	5	0.2%	4%
Lisgar	50	50	0.2%	2	0.1%	4%
Sheridan Park	55	50	0.2%	5	0.3%	9%
Meadowvale Village	45	40	0.2%	5	0.3%	11%
Churchill Meadows	35	35	0.2%	5	0.2%	11%
Total	**22,395**	**20,450**	**100%**	**1,945**	**100%**	**9%**

*Numbers may not add due to rounding. Vacancies refers to vacant buildings and vacant units within multiple unit developments. Some condominium industrial units are recorded as vacant buildings.

Figure 2a: Businesses by Planning District, 2003

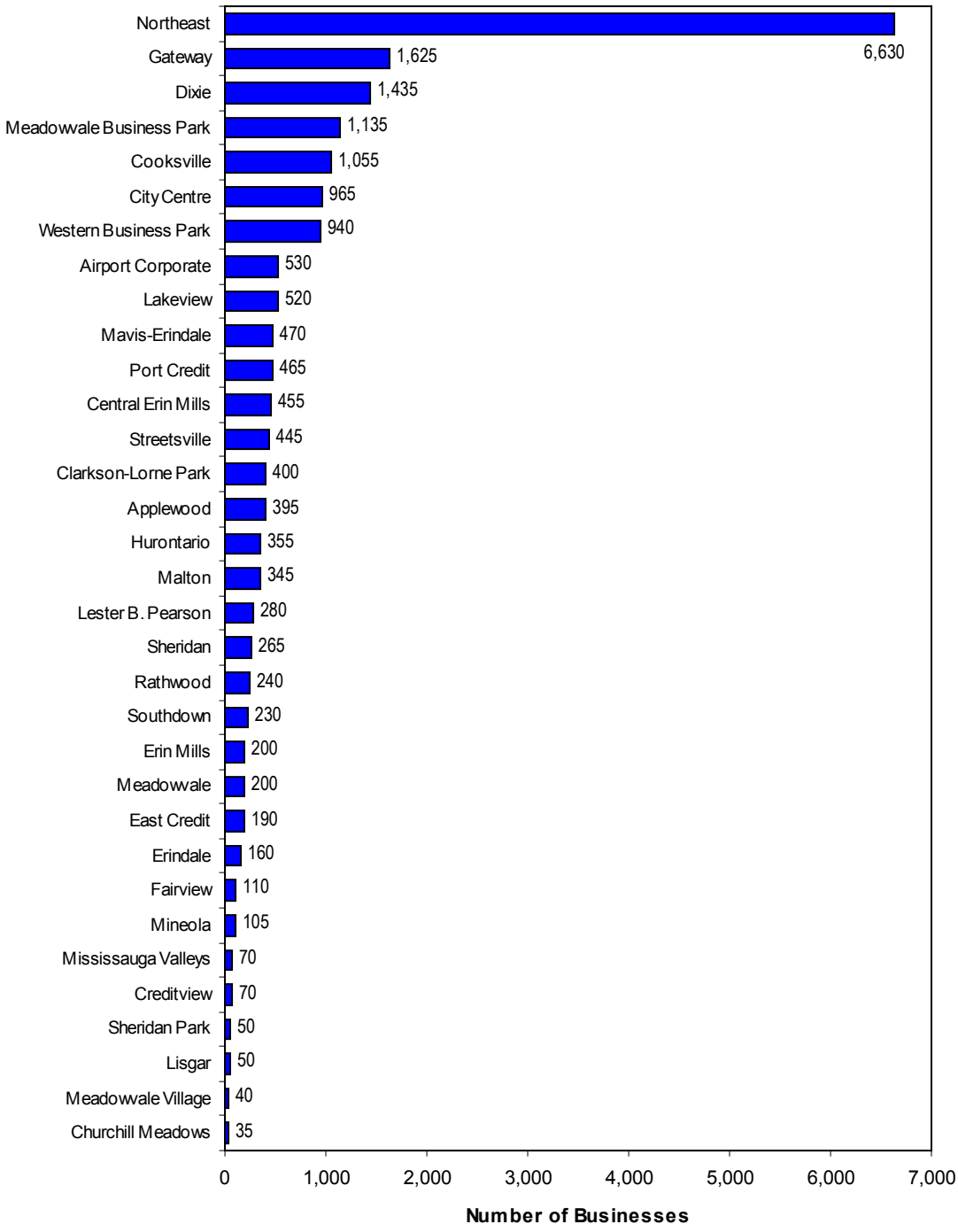
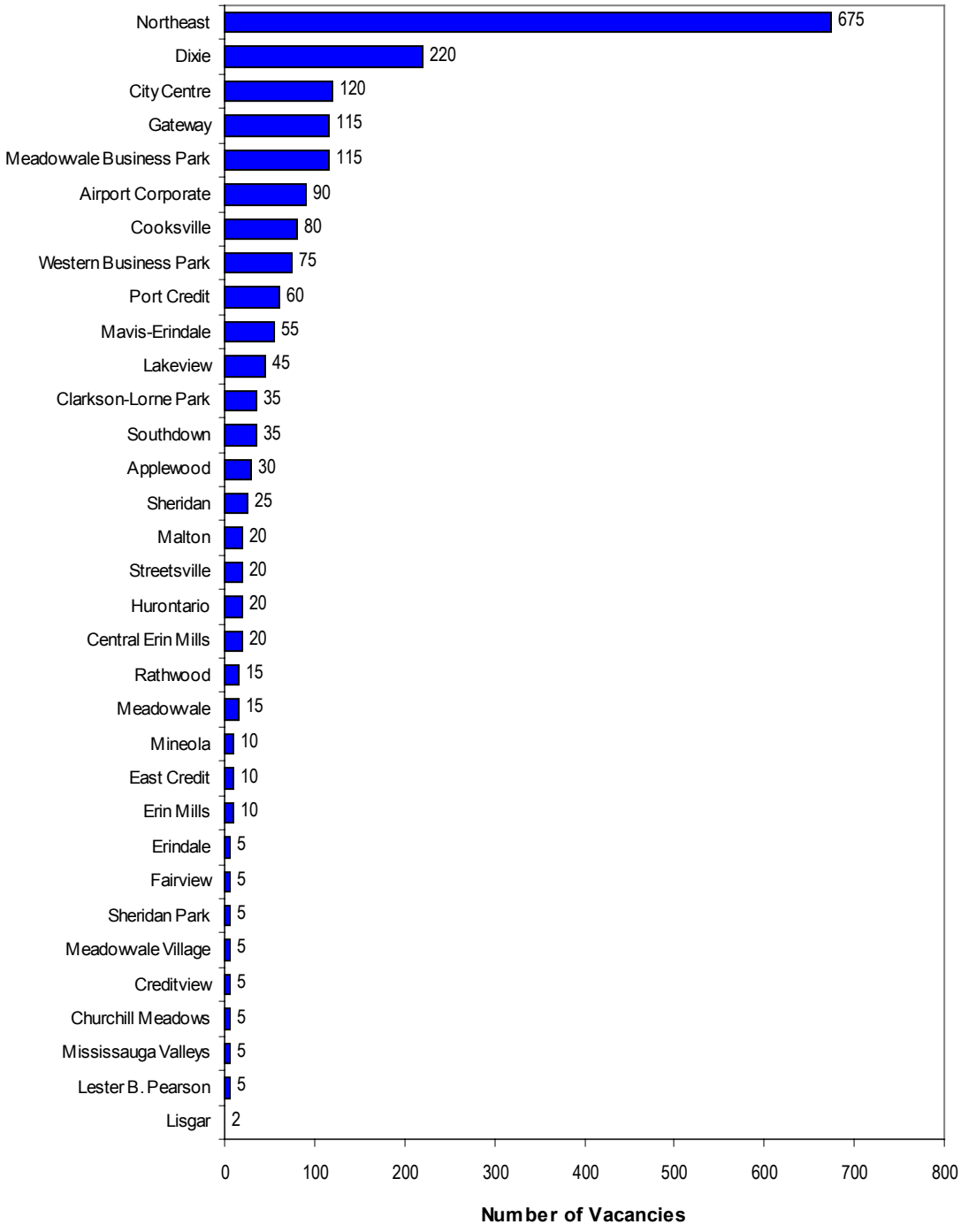


Figure 2b: Vacancies by Planning District, 2003



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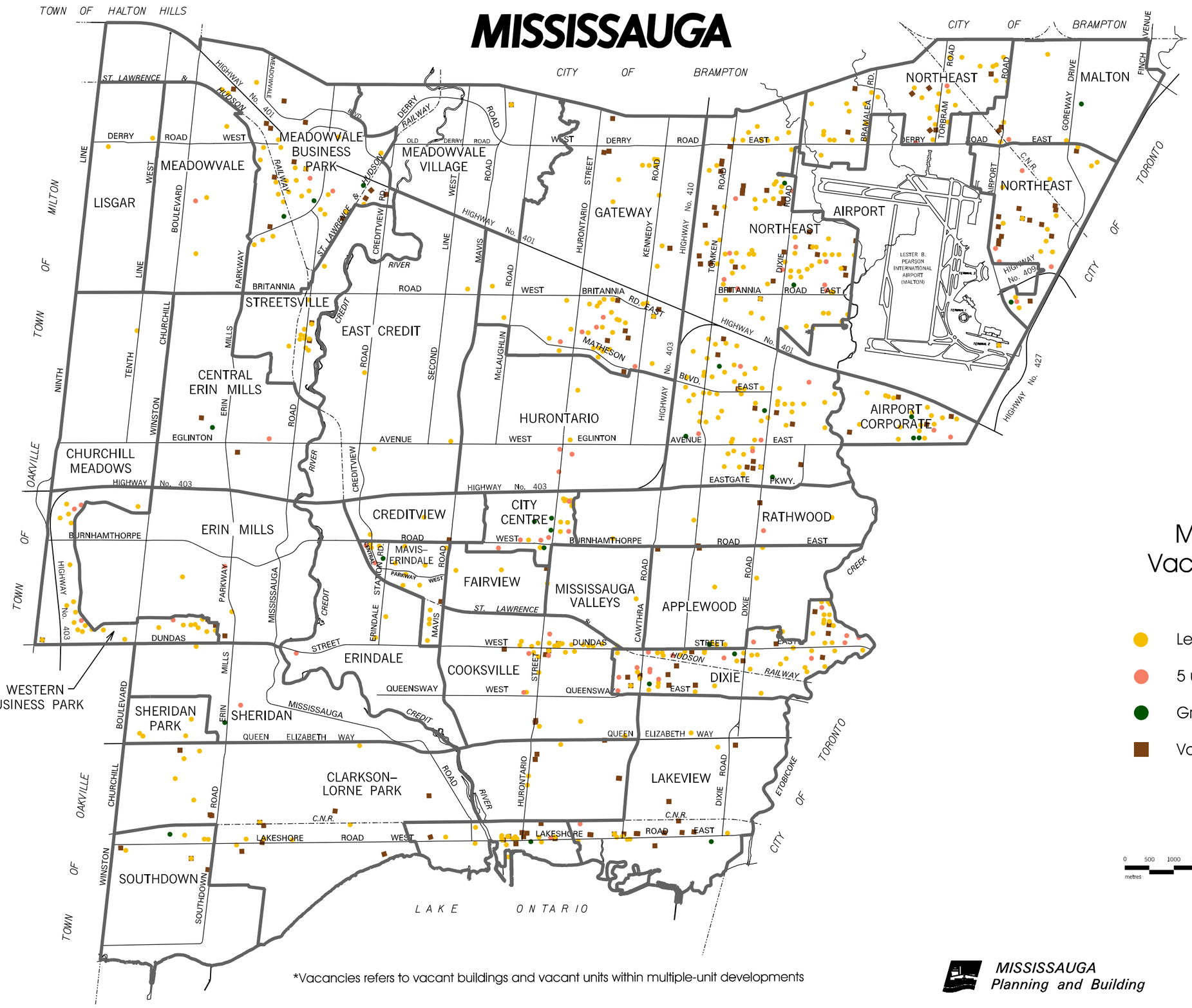

Map 1: Vacancies*

- Less than 5 units
- 5 units to 9 units
- Greater than 9 units
- Vacant buildings

0 500 1000 1500 2000 metres

*Vacancies refers to vacant buildings and vacant units within multiple-unit developments

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2.3 Businesses by Employment Range

The distribution of businesses by Planning District as well as the number and percent of employees for 2003 are shown on Tables 3 and 4 and illustrated in Figures 3a to 3d.

The City's business profile is dominated by small businesses. Over 40% of all businesses have fewer than five employees. However, smaller firms, do not constitute a large portion of total employment. Firms with fewer than five employees represent only 5% of total jobs or 20,485 employment positions. Seventy-one percent of the City's businesses are establishments of less than 20 employees and these represent one fifth or 20% of the total employment positions (See Tables 3 and 4).

The largest portion of the employment base in Mississauga is currently found in mid-sized firms between 20 and 300 employees. These businesses represent only 15% of total businesses but constitute 15% of the work force or 184,765 employment positions.

Table 3 summarizes the number of businesses by employment range in each Planning District and Figures 3a and 3b illustrate these ranges for the City. It shows the dominance of firms with less than 10 employees, particularly in the Residential Districts. Table 4 summarizes the number of employees by the employment range in each Planning District and Figures 3c and 3d illustrate these ranges for the City. It is evident from this table that mid-sized firms, representing the largest portion of the employment base, has a greater representation in the Employment Districts versus the Residential Districts. This is an expected result as mid-sized firms tend to be related to industrial/manufacturing type companies, which generally locate in Employment Districts.

Map 2 illustrates the location of businesses with 300 or more employees and the range of employees per location. A listing of these businesses is provided in Appendix C. They represent less than 1% of the total number of businesses but constitute approximately 22% of the employment base. They are generally concentrated in the Employment Districts and City Centre. There is a marked presence of these businesses in the northern Employment Districts along the Highway 401 corridor.

Finally, it is noted that all Planning Districts have a representation of businesses with less than 300 employees. The number of businesses across the City with these ranges of employees would also provide for a range of employment opportunities. Mississauga's Strategic Plan objective to maintain a variety of employment opportunities is addressed in this distribution of businesses.

Table 3: Number of Businesses by Employment Range and Planning District, 2003*											
	Range of Employees										
Planning District	**0-4**	**5-9**	**10-19**	**20-49**	**50-99**	**100-299**	**300-499**	**500-999**	**1000+**	**Unknown**	**Total**
Northeast	2,110	1,160	885	720	280	185	20	5	5	1,255	6,630
Gateway	370	270	265	265	100	75	20	5	2	245	1,625
Dixie	615	260	170	100	30	15	5	0	1	235	1,435
Meadowvale Business Park	285	205	185	155	65	45	15	5	2	170	1,135
Cooksville	740	145	60	35	15	10	1	0	2	50	1,055
City Centre	330	225	125	85	40	25	5	2	1	125	965
Western Business Park	375	200	145	75	25	10	0	0	1	110	940
Airport Corporate	105	110	85	60	45	30	10	5	1	75	530
Lakview	280	110	35	35	15	5	0	0	0	40	520
Mavis-Erindale	210	80	40	35	20	15	1	1	1	60	470
Port Credit	320	65	35	15	5	5	0	0	0	25	465
Central Erin Mills	255	110	35	30	5	10	0	0	1	10	455
Streetsville	305	75	35	10	5	5	0	0	0	15	445
Clarkson-Lorne Park	240	65	45	25	10	5	0	0	0	10	400
Applewood	265	65	20	25	5	0	0	0	0	10	395
Hurontario	205	65	40	30	10	5	0	1	0	5	355
Malton	255	35	20	20	2	1	0	0	0	10	345
Lester B. Pearson	60	40	25	30	10	10	5	2	1	100	280
Sheridan	170	45	20	15	5	5	0	1	0	5	265
Rathwood	150	40	20	20	5	0	0	0	0	5	240
Southdown	80	40	30	15	10	10	1	2	0	40	230
Erin Mills	110	40	10	20	5	5	0	1	0	5	200
Meadowvale	110	35	25	15	5	5	0	0	0	10	200
East Credit	80	50	15	30	10	5	0	0	0	5	190
Erindale	105	25	10	10	5	1	0	0	0	5	160
Fairview	60	20	10	10	5	5	0	0	0	1	110
Mineola	65	20	5	5	5	1	0	0	0	5	105
Creditview	45	15	5	5	0	0	0	0	0	2	70
Mississauga Valleys	40	10	5	5	5	0	0	0	0	0	70
Lisgar	30	10	2	5	5	2	0	0	0	0	50
Sheridan Park	5	5	5	5	5	10	1	0	1	5	50
Meadowvale Village	20	10	4	10	2	1	0	0	0	0	40
Churchill Meadows	20	5	1	1	5	0	0	0	0	1	35
Total	**8,420**	**3,660**	**2,415**	**1,935**	**760**	**495**	**80**	**25**	**15**	**2,640**	**20,450**
% of Total Businesses	**41%**	**18%**	**12%**	**9%**	**4%**	**2%**	**0.4%**	**0.1%**	**0.1%**	**13%**	**100%**

*Numbers may not add due to rounding. Unknown are businesses with no employment data.

Table 4: Number of Employees by Employment Range and Planning District, 2003*											
	Range of Employees										
Planning District	**0-4**	**5-9**	**10-19**	**20-49**	**50-99**	**100-299**	**300-499**	**500-999**	**1000+**	**Unknown**	**Total**
Northeast	5,245	7,515	11,555	21,050	18,340	28,150	8,925	2,910	4,665	15,385	123,110
Gateway	1,005	1,805	3,495	8,020	6,950	11,695	7,670	2,595	3,050	4,010	50,295
Meadowvale Business Park	765	1,360	2,420	4,740	4,120	7,150	4,480	2,950	5,600	2,555	36,140
Airport Corporate	265	735	1,110	1,880	3,135	4,555	2,790	2,680	1,400	1,325	19,870
City Centre	890	1,510	1,610	2,565	2,830	4,035	1,560	1,385	1,335	1,460	19,180
Dixie	1,475	1,690	2,295	2,895	2,175	2,600	1,755	0	1,300	2,050	18,230
Lester B. Pearson	165	260	325	890	680	1,400	1,630	1,545	8,590	1,365	16,850
Western Business Park	1,015	1,305	1,860	2,010	1,830	1,335	0	0	1,100	1,075	11,525
Cooksville	1,685	935	765	1,095	850	1,405	345	0	3,585	320	10,990
Mavis-Erindale	535	520	550	1,145	1,390	2,695	305	770	1,155	660	9,720
Central Erin Mills	690	715	440	1,030	395	1,090	0	0	1,900	25	6,295
Southdown	185	265	395	425	720	1,670	385	1,310	0	470	5,820
Lakeview	645	765	455	1,045	1,090	595	0	0	0	260	4,860
Hurontario	495	445	505	1,050	625	665	0	570	0	20	4,375
Sheridan Park	15	50	95	195	450	1,465	400	0	1,300	145	4,110
Clarkson-Lorne Park	545	420	645	840	590	910	0	0	0	60	4,005
Erin Mills	265	265	145	710	455	545	0	900	0	20	3,305
East Credit	190	335	195	995	735	535	0	0	0	5	2,990
Sheridan	400	285	280	500	340	370	0	750	0	20	2,950
Streetsville	665	470	435	340	215	620	0	0	0	70	2,810
Port Credit	630	430	450	405	200	500	0	0	0	145	2,765
Applewood	590	400	265	885	480	0	0	0	0	65	2,680
Malton	580	245	280	665	115	135	0	0	0	70	2,090
Meadowvale	265	245	335	545	275	375	0	0	0	15	2,055
Rathwood	355	250	250	585	420	0	0	0	0	30	1,890
Erindale	220	165	150	310	475	145	0	0	0	20	1,485
Fairview	185	150	114	240	290	400	0	0	0	5	1,380
Mineola	145	130	110	155	205	150	0	0	0	20	920
Lisgar	75	70	20	140	300	275	0	0	0	0	875
Mississauga Valleys	110	70	70	235	180	0	0	0	0	0	665
Meadowvale Village	50	55	50	270	110	115	0	0	0	0	650
Creditview	95	100	40	150	0	0	0	0	0	15	395
Churchill Meadows	55	30	15	20	205	0	0	0	0	5	335
Total	**20,485**	**23,980**	**31,725**	**58,015**	**51,185**	**75,565**	**29,615**	**18,370**	**34,975**	**31,700**	**375,620**
% of Total Employees	**5%**	**6%**	**9%**	**16%**	**14%**	**20%**	**8%**	**5%**	**9%**	**8%**	**100%**

*Numbers may not add due to rounding. Unknown are the estimated number of employees for those businesses with no employment data, based on the adjustment factors in Appendix B.

Figure 3a: Number of Businesses by Employment Range, 2003

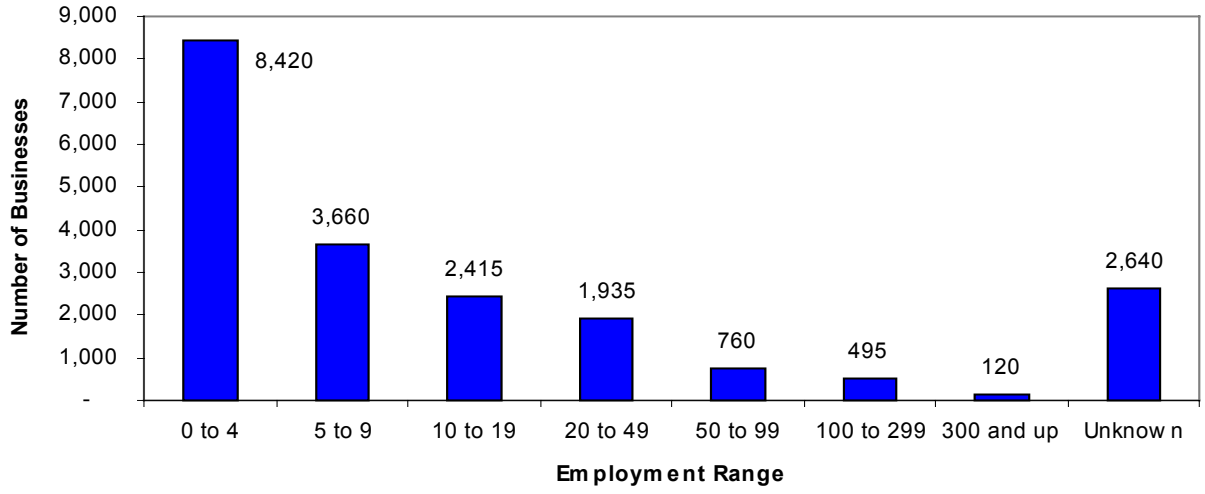
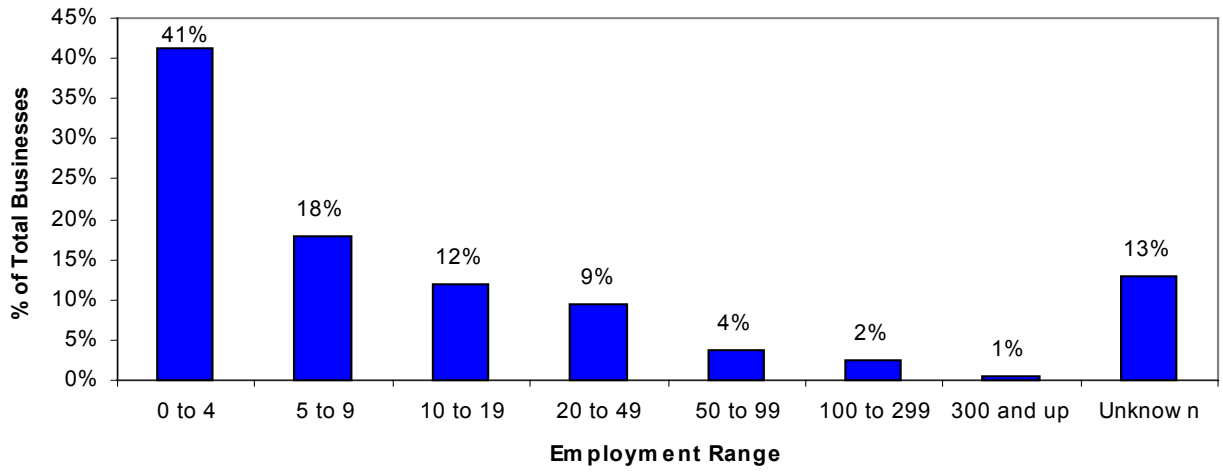


Figure 3b: % of Businesses by Employment Range, 2003



The "Unknown" are businesses with no employment data.

Figure 3c: Number of Employees by Employment Range, 2003

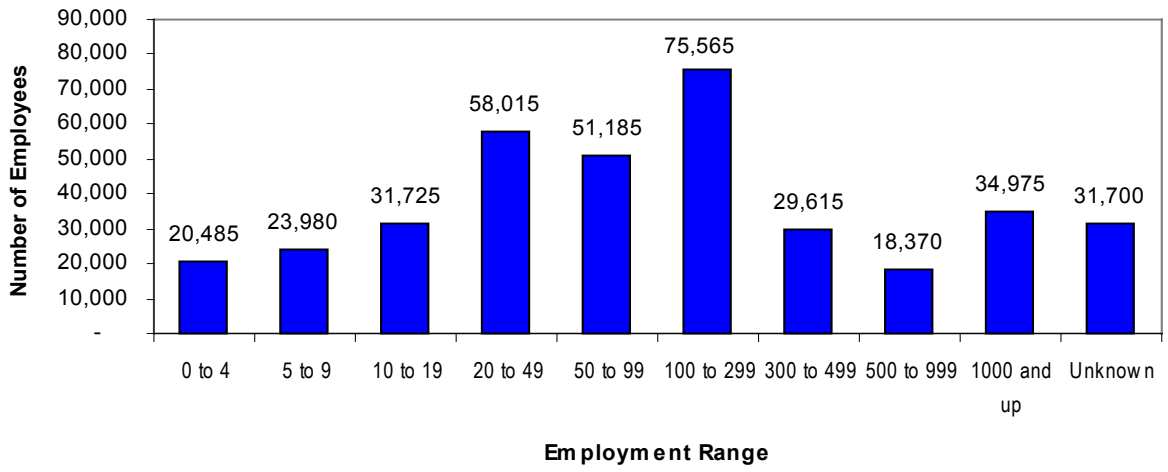


Figure 3d: % of Employees by Employment Range, 2003

The "Unknown" are businesses with no employment data.

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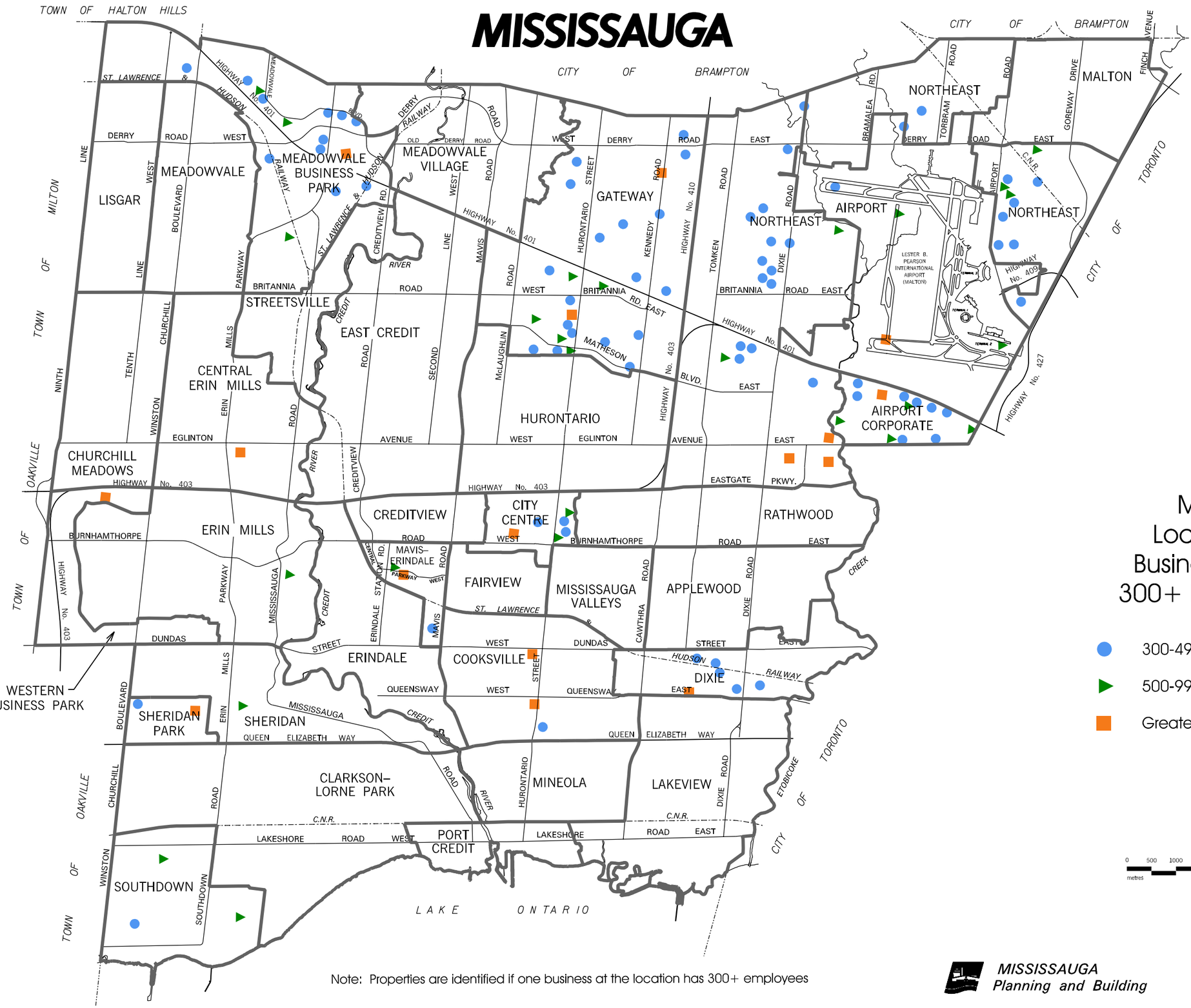

Map 2: Location of Businesses with 300+ Employees

- 300-499 Employees
- 500-999 Employees
- Greater than 1000 Employees

Note: Properties are identified if one business at the location has 300+ employees

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2.4 Businesses and Employment by Business Classification/Sector

This section reviews the types of business activities that constitute Mississauga's employment base. Table 5 and Figures 4a and 4b summarize the businesses and number of employees by the type of business activity from the 2003 Employment Survey. Businesses are categorized by its economic activity using the North American Industrial Classification System (NAICS)[7].

Wholesale, manufacturing and retail have the largest number of businesses and employ a large number of employees. Another business sector of importance to Mississauga is transportation and warehousing. While transportation and warehousing is ranked eighth in terms of the number of businesses, it has the third largest number of employees. These four business sectors are highlighted in this section. Figure 5 illustrates the number of businesses by employment range for each of these sectors.

The largest concentration of businesses in Mississauga is in the wholesale trade sector. A total of 14% of businesses and 16% of employment positions are in wholesaling establishments. A large proportion of wholesaling firms employ a small number of staff, that is, 58% (1,680 businesses) of wholesalers have fewer than 10 employees; 77% (2,235 businesses) have fewer than 20 employees.

Manufacturing is the second largest sector in the City, accounting for 13% of businesses and 23% of all employees. Many manufacturing firms are smaller firms with less than 20 employees. A total of 67% of the manufacturing firms (1,830 businesses) have less than 20 employees. There are also a significant number of firms between 20 and 49 employees (17%, or approximately 460 businesses). There are a few manufacturing firms that employ a large number of employees. One percent (40 businesses) employ more than 300 employees.

Retail trade is the third largest sector. It comprises 13% of the total business activities, but only consists of 7% of total employment. Retail trade businesses are smaller establishments, with 82% (approximately 2,130 businesses) of these businesses having fewer than 10 employees.

The transportation and warehousing sector consists of only 4% of total businesses, but represents 10% of the total employment. Transportation and warehousing firms have a broad distribution in terms of the size of their operations. While firms of under 5 employees make up the largest portion of these businesses (29%), a significant number of firms have employment between 5 and 9 employees (21%), 10 to 19 employees (16%) and 20 to 49 employees (15%).

[7] NAICS is a classification system used to describe businesses' economic activities. This system has been designed by Statistics Canada to compile statistics. Appendix D defines the various business sectors.

Table 5: Businesses and Employment by Business Classification, 2003*				
Business Classification	**# of Businesses**	**% of Businesses**	**# of Employees**	**% of Employees**
Wholesale Trade	2,920	14%	59,435	16%
Manufacturing	2,745	13%	85,580	23%
Retail Trade	2,610	13%	26,410	7%
Other Services	1,910	9%	10,010	3%
Professional, Scientific and Technical Services	1,340	7%	19,100	5%
Accommodation and Food Services	1,280	6%	15,030	4%
Health Care and Social Assistance	1,220	6%	13,810	4%
Transportation and Warehousing	880	4%	36,730	10%
Administrative and Support and Waste Management	650	3%	14,065	4%
Finance and Insurance	635	3%	18,475	5%
Educational Services	525	3%	14,415	4%
Construction	455	2%	7,320	2%
Real Estate and Rental and Leasing	415	2%	5,670	2%
Information and Cultural Industries	195	1%	7,535	2%
Arts, Entertainment and Recreation	155	1%	2,390	1%
Public Administration	100	0.5%	7,605	2%
Management of Companies and Enterprises	30	0.1%	1,300	0.3%
Utilities	10	0.04%	765	0.2%
Primary Industry	5	0.02%	10	0.003%
Unknown	2,375	12%	29,940	8%
Total	**20,450**	**100%**	**375,620**	**100%**

* Numbers may not add due to rounding. The unknown classification are businesses where a NAICS code is not assigned.

Figure 4a: Businesses by Business Classification, 2003

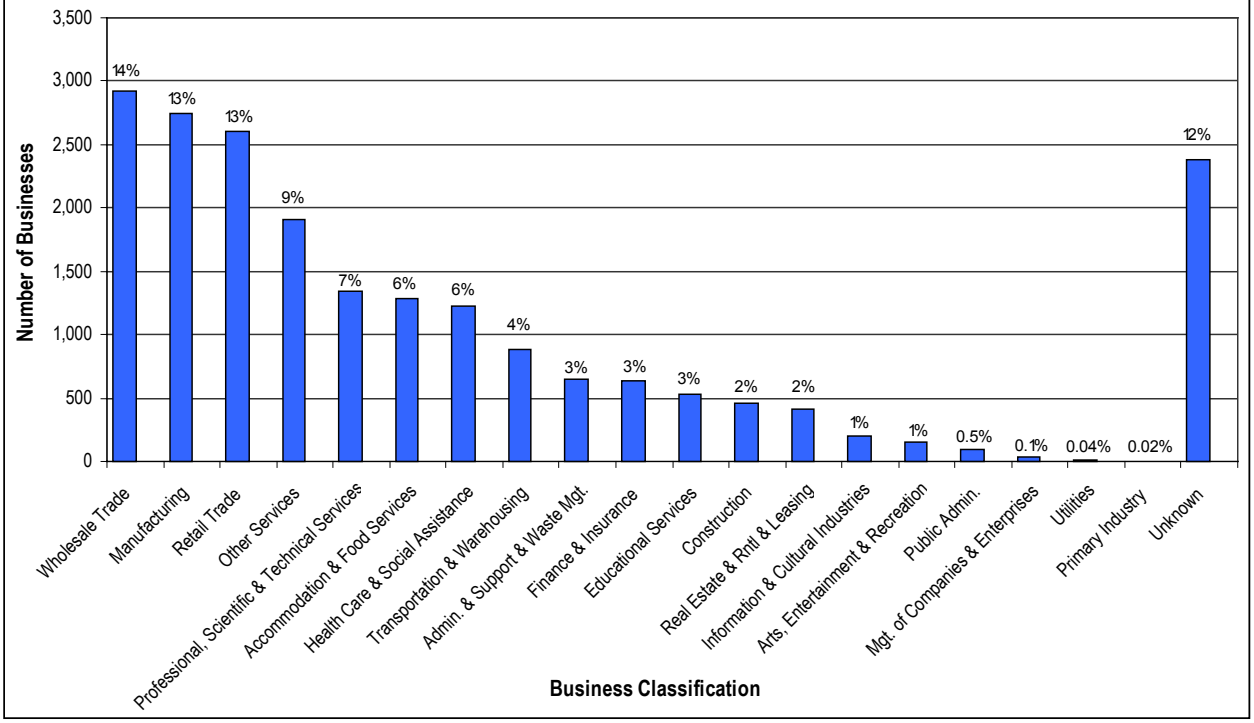
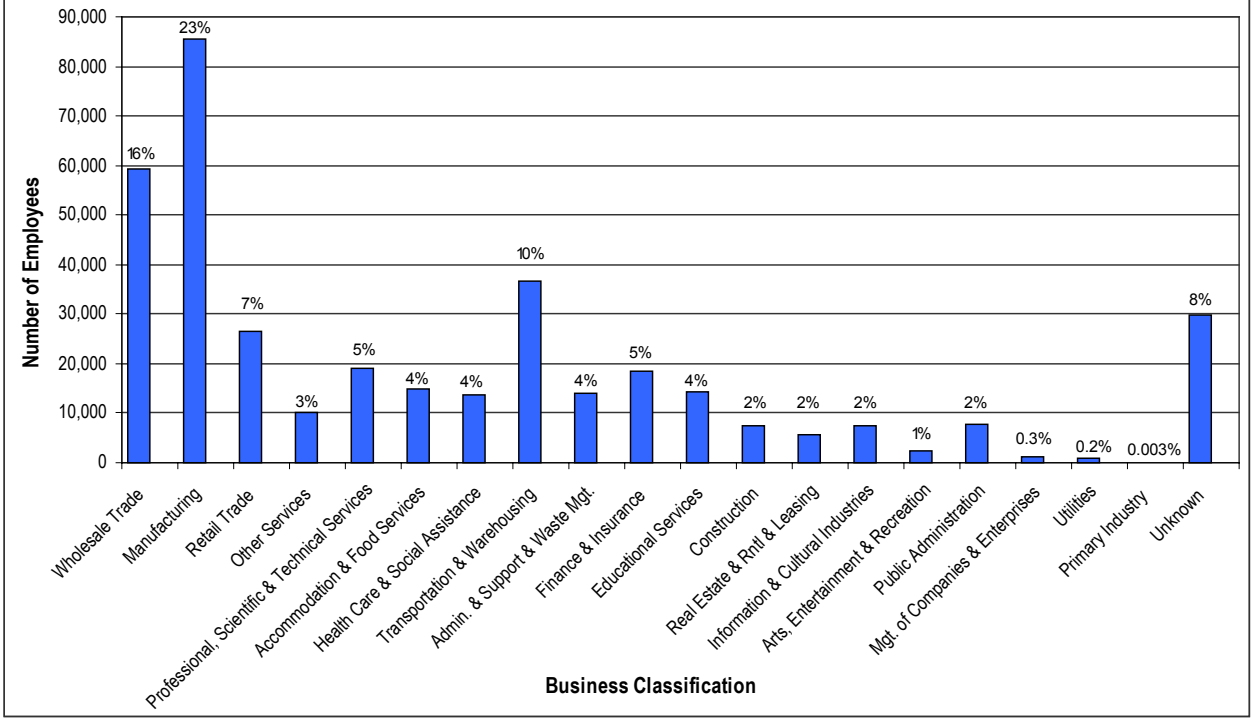
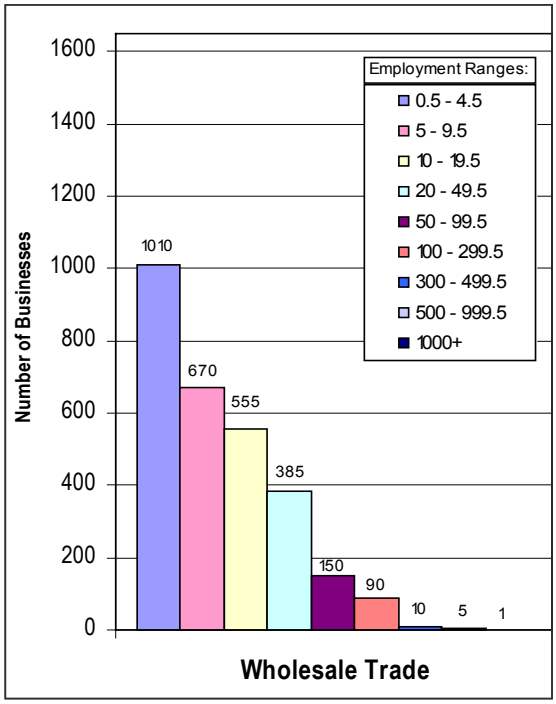


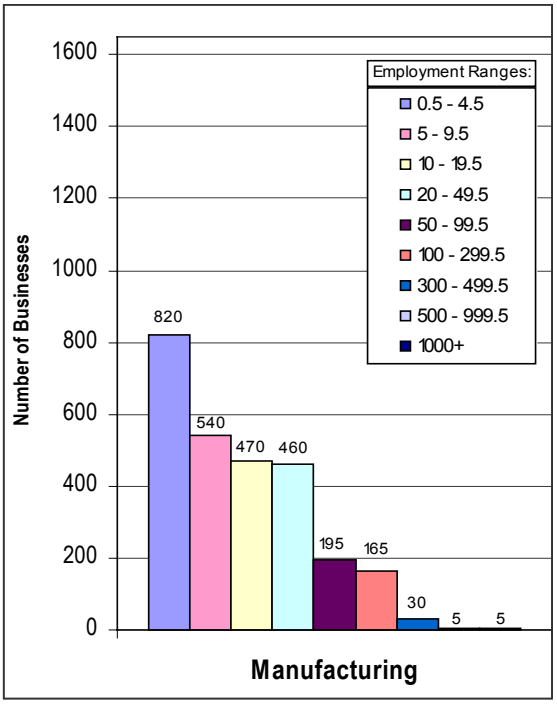
Figure 4b: Employment by Business Classification, 2003

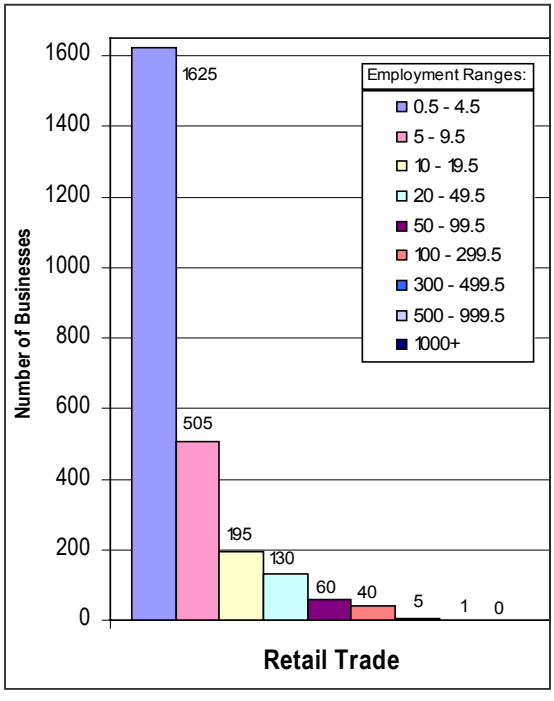


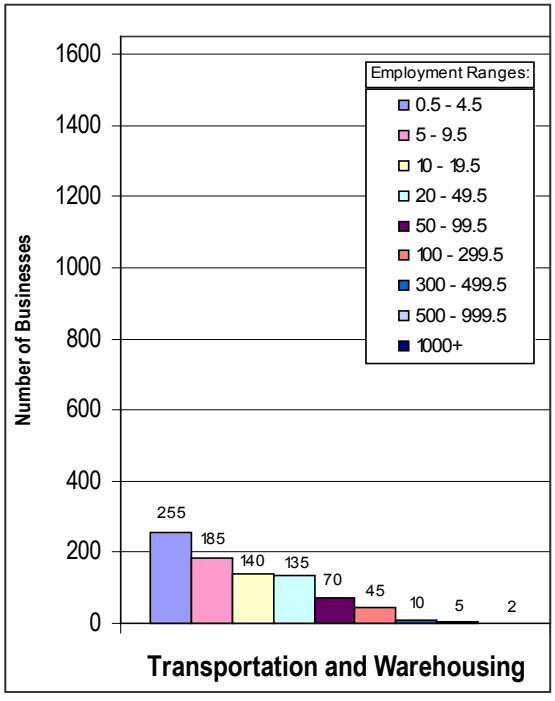
The "Unknown" are businesses where a NAICS code is not assigned.

Figure 5: Business Classification by Employment Ranges, 2003









Number of businesses has been rounded. An employment range is assigned to businesses that have employment data and a NAICS code.

Maps 3, 4, 5 and 6 indicate the location of wholesale trade, manufacturing, retail trade, and transportation and warehousing businesses in Mississauga. The businesses are mapped by the properties on which they are located. A property may have multiple businesses and multiple addresses and a business may fall on more than one property. The property is displayed if there is a NAICS code assigned to a business and where there is a property identification number. Where a property has multiple businesses, the parcel will be highlighted if one business on that property is within the selected type of activity. As a result, a parcel may be represented on more than one map if there are multiple business activities at that location.

The maps illustrate the concentrations of businesses by sector. Wholesale trade companies are apparent in the Employment Districts and are concentrated in the northeastern part of the City (Northeast Planning District). Similar to wholesaling in its locational characteristics, manufacturing is also concentrated in Employment Districts. Retail trade businesses are dispersed and are distributed throughout the City. Like the wholesale trade and manufacturing, the transportation and warehousing sector is found throughout the City's Employment Districts, with a concentration evident in the Northeast.

The top four industries with the greatest percentage of businesses or the largest proportion of employment are wholesaling, manufacturing, retailing, and transportation and warehousing. They make up approximately 44% of businesses and 56% of employment positions in the City. Although this is a substantial portion of total employment and businesses, there is representation from the nineteen business sectors. The presence of firms in these sectors reflects the diversity of employment and business activity in the City and addresses the Strategic Plan initiative that Mississauga maintains a dynamic and diverse economic base.

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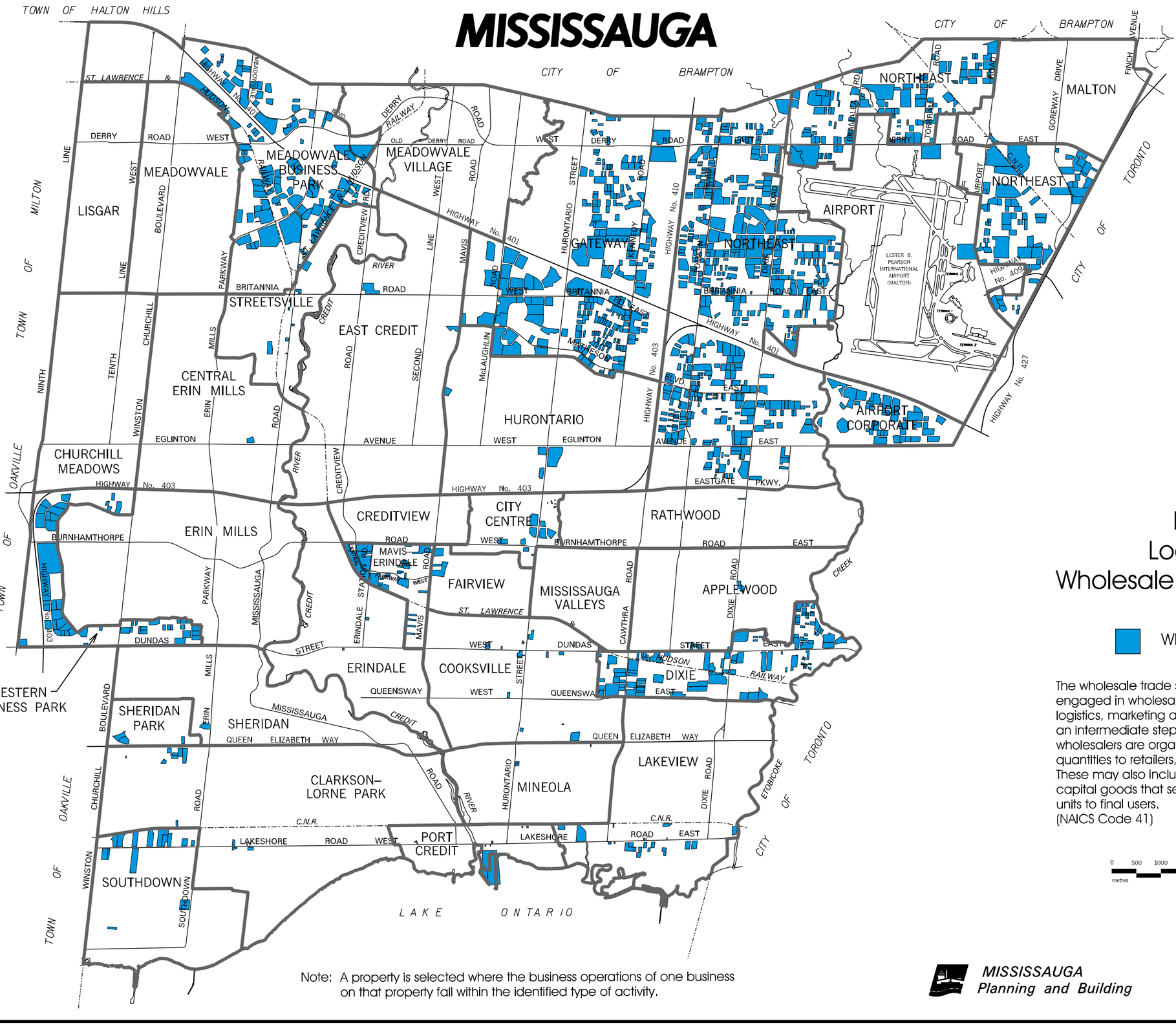

Note: A property is selected where the business operations of one business on that property fall within the identified type of activity.

Map 3: Location of Wholesale Trade Businesses

Wholesale Trade Areas

The wholesale trade sector comprises establishments engaged in wholesaling merchandise and providing logistics, marketing and support services. Generally an intermediate step in the distribution of merchandise, wholesalers are organized to sell merchandise in large quantities to retailers, business and institutional clients. These may also include suppliers of non-consumer capital goods that sell merchandise in single units to final users.
(NAICS Code 41)

0 500 1000 1500 2000
metres

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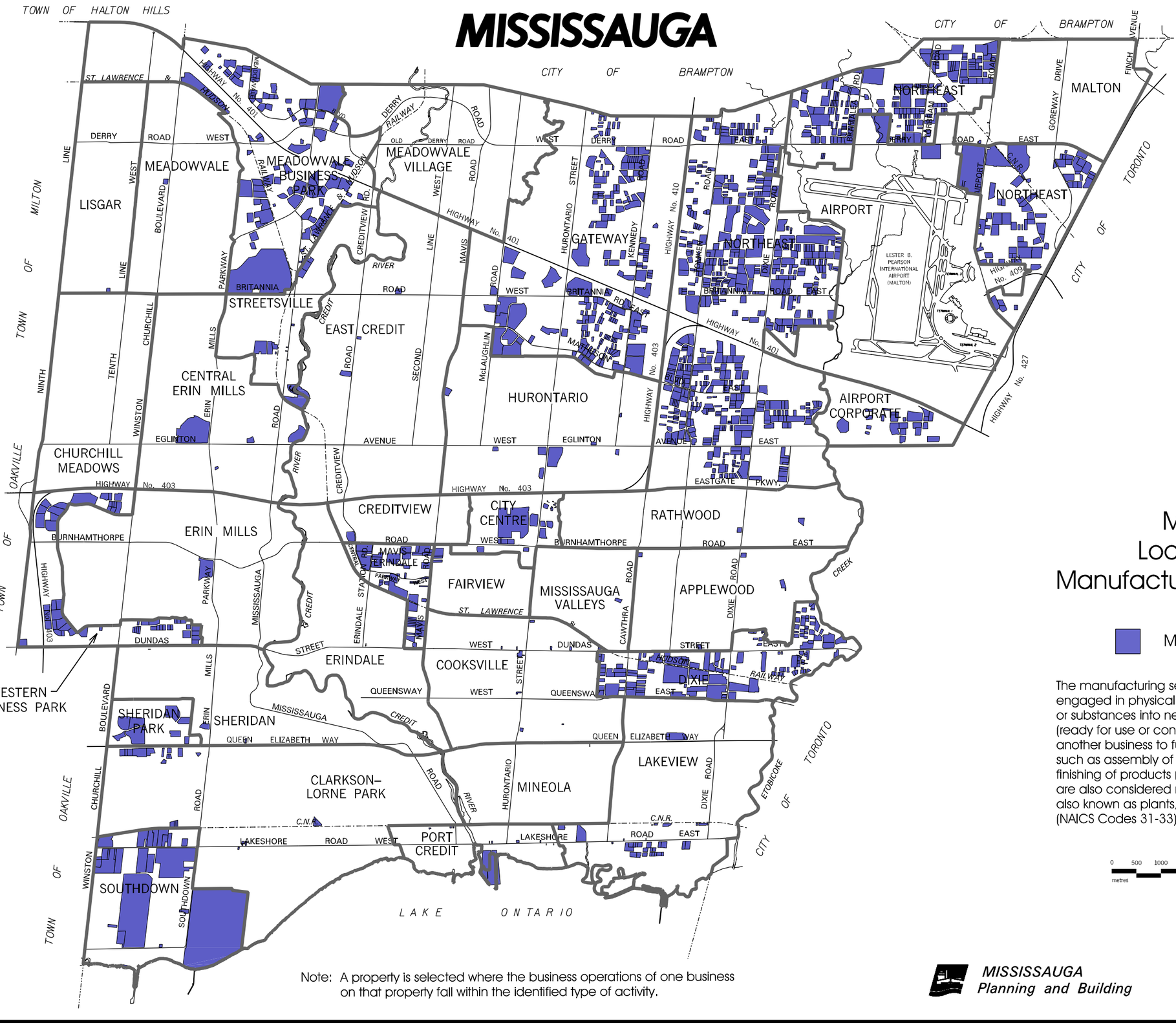

Note: A property is selected where the business operations of one business on that property fall within the identified type of activity.

Map 4: Location of Manufacturing Businesses

Manufacturing Areas

The manufacturing sector comprises establishments engaged in physical or chemical transformation of materials or substances into new products. Products may be finished (ready for use or consumption), or semi-finished (ready for another business to further manufacture). Related activities such as assembly of component parts, blending and finishing of products (by dyeing, heat treating or plating) are also considered manufacturing. Manufacturing firms are also known as plants, factories or mills.
(NAICS Codes 31-33)

0 500 1000 1500 2000
metres

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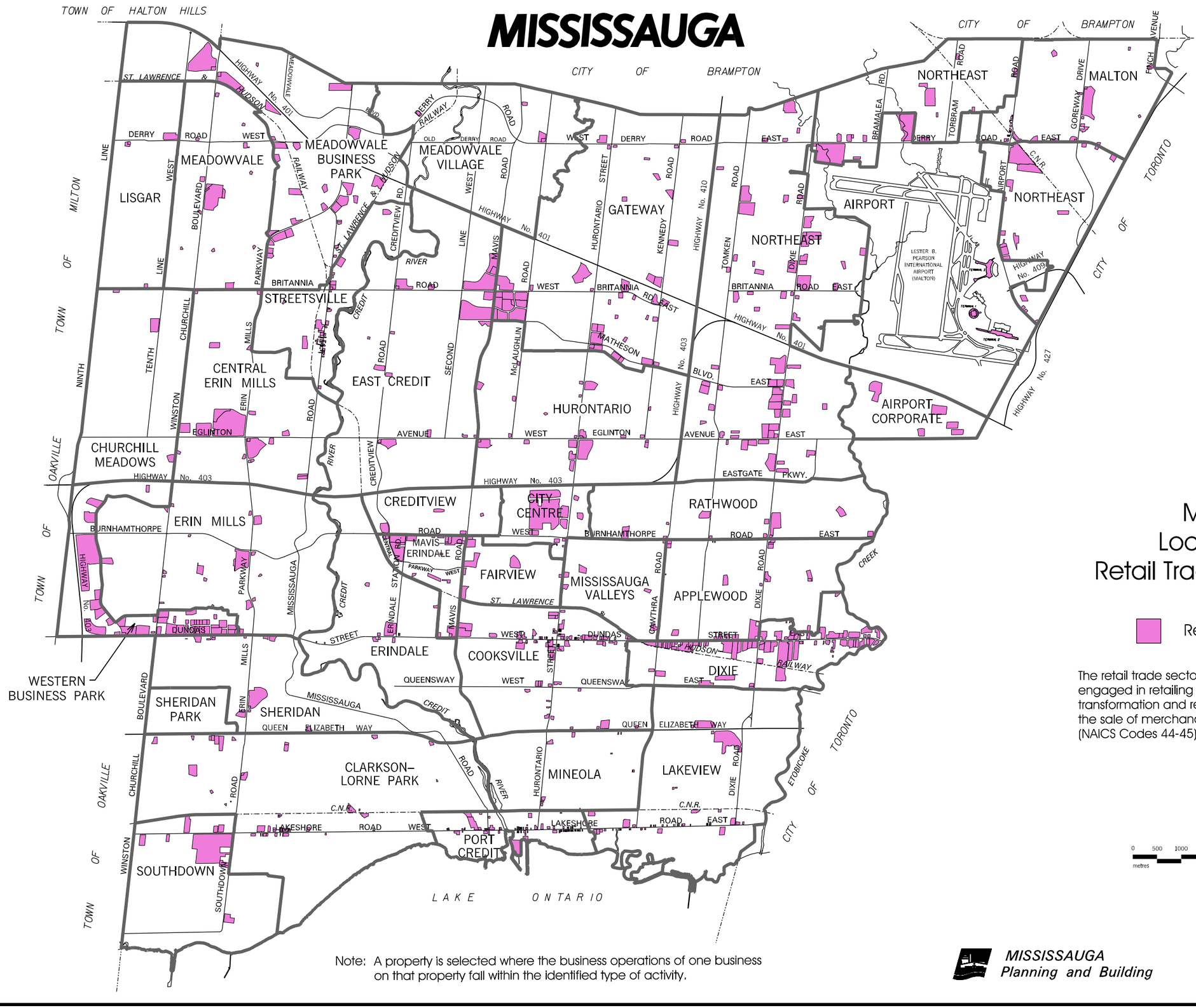

Note: A property is selected where the business operations of one business on that property fall within the identified type of activity.

Map 5: Location of Retail Trade Businesses

Retail Trade Areas

The retail trade sector comprises establishments engaged in retailing merchandise generally without transformation and rendering services incidental to the sale of merchandise.
(NAICS Codes 44-45)

0 500 1000 1500 2000
metres

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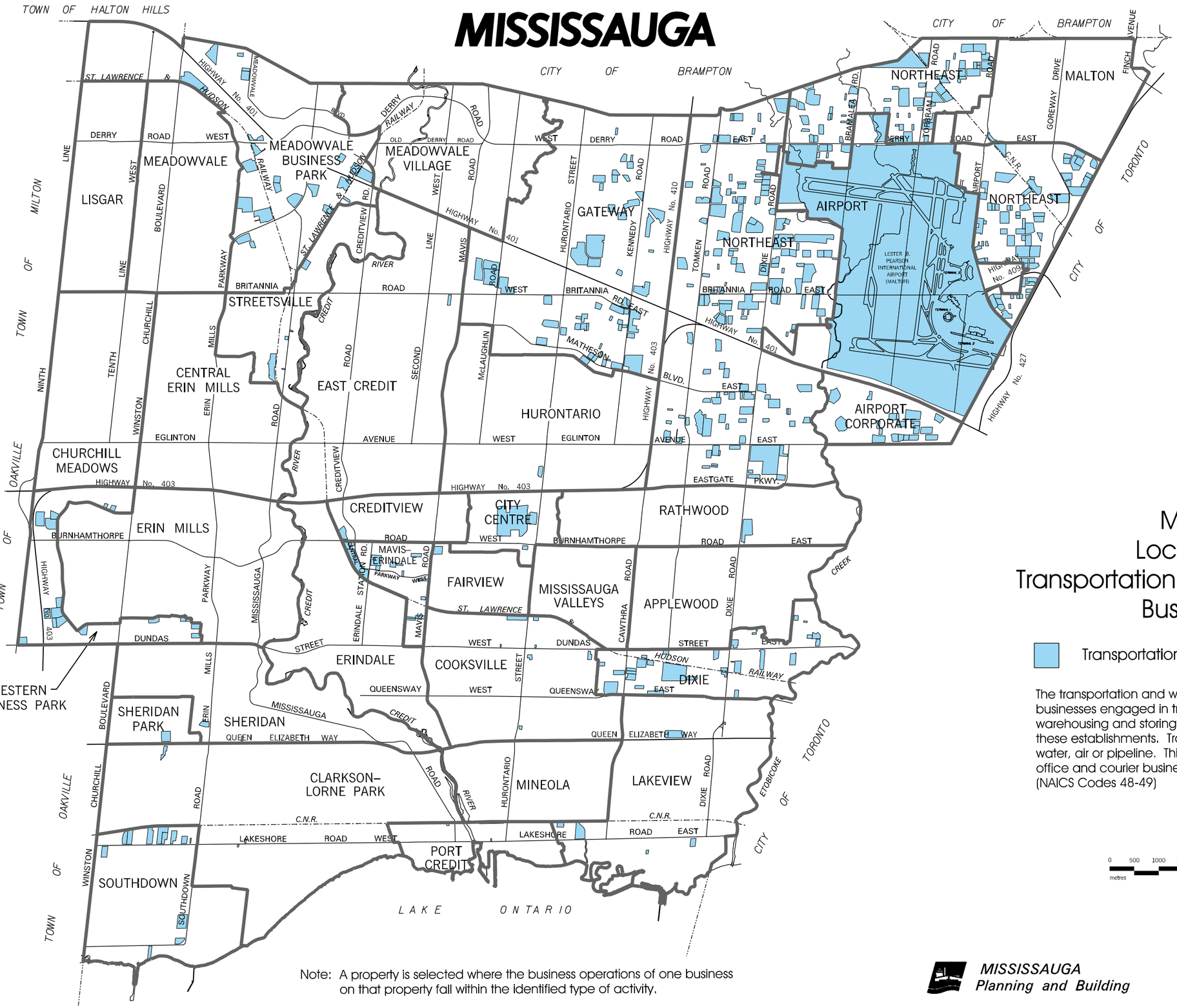

Note: A property is selected where the business operations of one business on that property fall within the identified type of activity.

Map 6: Location of Transportation And Warehousing Businesses

Transportation and Warehousing Areas

The transportation and warehousing sector comprises businesses engaged in transporting passengers and goods, warehousing and storing goods, and providing services to these establishments. Transportation can be by road, rail, water, air or pipeline. This sector also includes national post office and courier businesses.
(NAICS Codes 48-49)

0 500 1000 1500 2000
metres

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2.5 Employment Density

Employment density refers to the number of employees in a geographic area, using the total employment of each traffic zone and the area of that traffic zone. Appendix E shows a map of the traffic zone boundaries. Employment density calculations by gross and net are listed by traffic zone in Appendix F.

Map 7 displays the gross employment density by traffic zone across the City. Gross area includes all land uses, whether they are developed or undeveloped lands (such as natural areas). The City's average gross employment density is 13 employees per hectare (5 employees per acre). Higher gross employment densities are noticeable in the Employment Districts and along highways and major roads. Employment Districts north of Highway 403 have higher gross employment density ranges of over 20 employees per hectare (over 8 per acre). The older Employment Districts in the southern part of the City, for the most part, have lower concentrations of employees. As expected, the residential areas have the lowest gross employment densities.

Map 8 illustrates the net employment density. Net area includes commercial, office, industrial, community/cultural, places of religious assembly, public institutional and school uses. It excludes residential, open space/greenbelt (such as golf courses), transportation right-of-way, walkways, utilities/public works, farm, vacant, natural areas and other land uses. The city-wide net employment density is 45 employees per hectare (18 per acre).

Both maps show areas of large concentrations of employment. Traffic zones 13 and 32 have very high densities. The Credit Valley Hospital located at Erin Mills Parkway and Eglinton Avenue West and the Trillium Health Centre at Hurontario Street and Queensway West fall within these zones, respectively.

It is not surprising to find that the traffic zones with multiple storey buildings are areas of high employment concentration. The Emerald Business Centre and the Eglinton Commercial Centre located north of Highway 403 and on the west side of Hurontario Street (traffic zone 86) has office buildings with business tenants such as Maple Leaf Foods and Century 21. In the City Centre District (traffic zones 72, 79, and 215), there are office buildings, a government institution, and a shopping centre, making it one of the most dense employment areas in Mississauga. Traffic zones 72 and 215 located at the south west and north east corners of Hurontario Street and Burnhamthorpe Road West/East, contain office centres that have multiple office buildings such as the Sussex Centre, PHH Centre, Mississauga Executive Centre, the Village Offices of Sherwoodtowne, the Treetops Office Complex, and Re/Max Realty; traffic zone 79 is the Mississauga City Hall, Square One, and the UCO Building. Also, at the intersection of Hurontario Street and Dundas Street East/West (traffic zones 57 and 67), there are medical office buildings such as the Confederation Place and Hurontario Professional Building.

North of the St. Lawrence and Hudson Railway in Mavis-Erindale (traffic zone 71) is another dense area within the city. Mississauga Transit and Mississauga Transportation and Works make up the two largest businesses in this area.

Airport Corporate (traffic zones 5 and 102), an Employment District including corporate head offices and warehousing and distribution uses has a large number of employees per hectare. Some of the businesses in this district include Nex Innovations, Hewlett-Packard, Loyalty Management Group, Accenture, and Unisen.

Large finance, retailing and manufacturing companies such as Royal Bank of Canada, GlaxoSmithKline and Wal-Mart in Meadowvale Business Park are located in traffic zones 18 and 11. These traffic zones also have high employment densities.

Other traffic zones of interest are in the northeast section of the City (Gateway and Northeast Employment Districts). Businesses such as Canada Customs and Revenue Agency, Oracle Corporation, the Pepsi Bottling Group, Intria Items, and office centres such as Britannia Place and Heartland Corporate Centre are found in traffic zones 8 and 93 in Gateway. Traffic zones 9, 98, 99, 106, and 110 in the Northeast have a wide range of business sectors such as manufacturing, wholesale trade, retail trade, transportation and warehousing, finance and insurance and professional, scientific and technical services, and public administration. These businesses include Mark IV, Panasonic Canada, Peel Regional Police, Canada Post, TD Bank Financial Group, L-3 Communications Spar Aerospace, Livingston International, Xerox and Sobeys.

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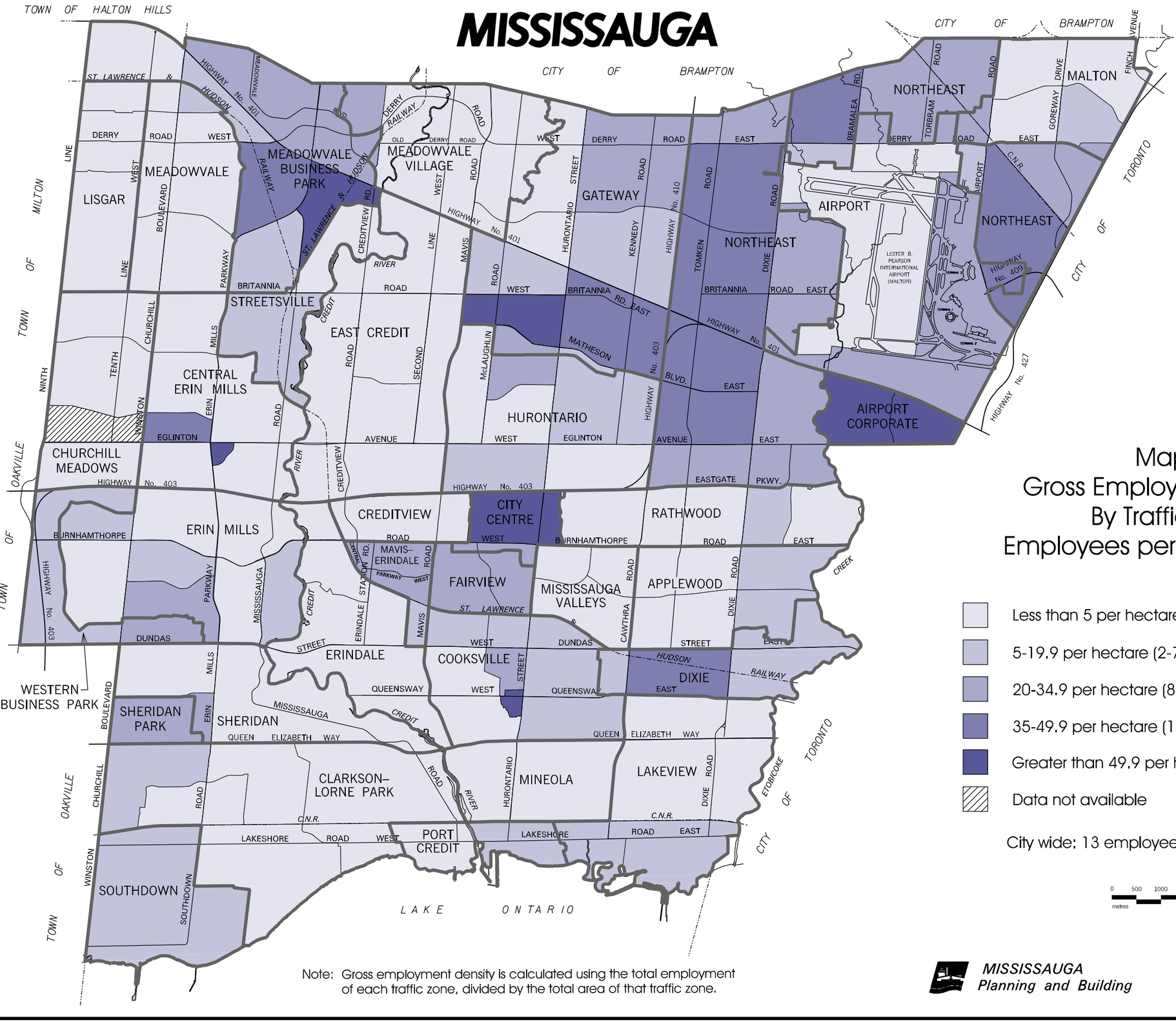

Map 7:
Gross Employment Density
By Traffic Zone,
Employees per hectare (acre)

- Less than 5 per hectare (less than 2 per acre)
- 5-19.9 per hectare (2-7.9 per acre)
- 20-34.9 per hectare (8-13.9 per acre)
- 35-49.9 per hectare (14-19.9 per acre)
- Greater than 49.9 per hectare (greater than 19.9 per acre)
- Data not available

City wide: 13 employees per ha (5 per acre)

0 500 1000 1500 2000 metres

Note: Gross employment density is calculated using the total employment of each traffic zone, divided by the total area of that traffic zone.

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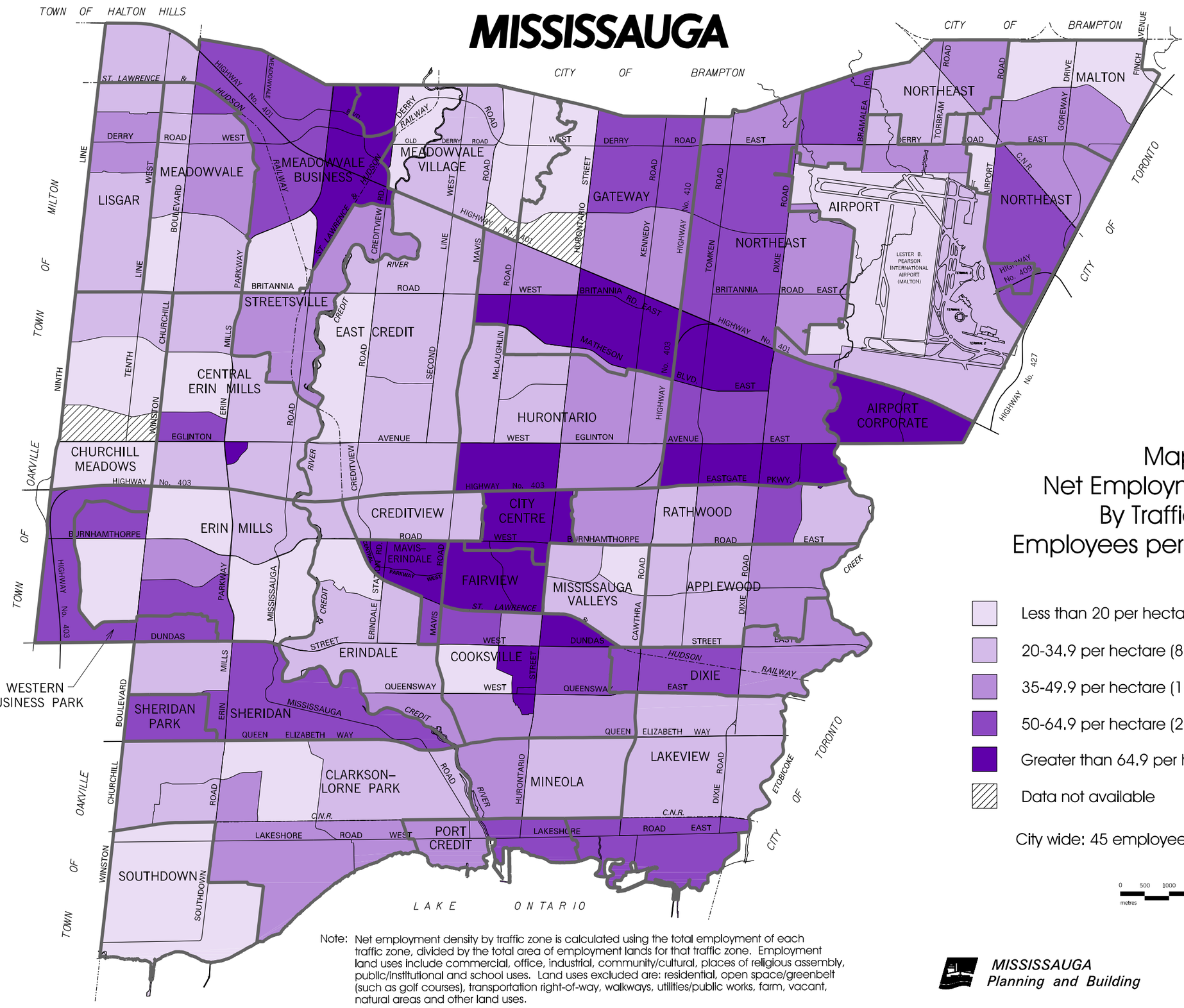

Map 8:
Net Employment Density By Traffic Zone, Employees per hectare (acre)

- Less than 20 per hectare (less than 8 per acre)
- 20-34.9 per hectare (8-13.9 per acre)
- 35-49.9 per hectare (14-19.9 per acre)
- 50-64.9 per hectare (20-26.9 per acre)
- Greater than 64.9 per hectare (greater than 26.9 per acre)
- Data not available

City wide: 45 employees per ha (18 per acre)

0 500 1000 1500 2000 metres

Note: Net employment density by traffic zone is calculated using the total employment of each traffic zone, divided by the total area of employment lands for that traffic zone. Employment land uses include commercial, office, industrial, community/cultural, places of religious assembly, public/institutional and school uses. Land uses excluded are: residential, open space/greenbelt (such as golf courses), transportation right-of-way, walkways, utilities/public works, farm, vacant, natural areas and other land uses.

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3.0 TRENDS IN EMPLOYMENT AND BUSINESS GROWTH

This section summarizes employment and business growth trends. It reviews business and employment data from 2001 to 2003 and, where possible, compares these with historic employment and population trends.

3.1 Employment and Business Trends to 2003

Figure 6 illustrates the steady growth in population and employment in the City of Mississauga. Since 1976, population and employment has risen tremendously. Population has increased from approximately 250,000 in 1976 to 673,700 in 2003 (169%); employment has risen from 132,000 in 1977 to 400,000 in 2003 (203%)[8].

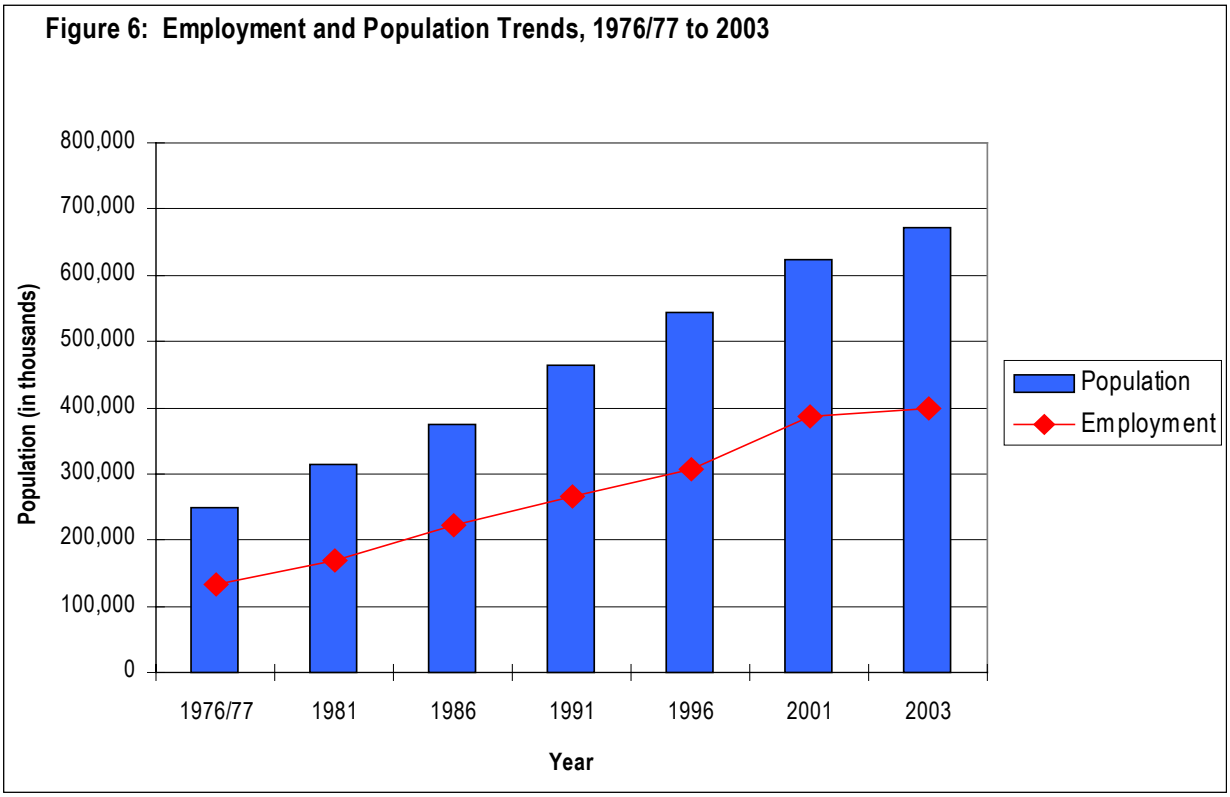
As indicated in Section 2.1, the employment estimate for 2003, when the Employment Survey is brought in line with the Census definition of employment (400,000 employees) is comparable to the 2003 Growth Forecast employment projection for June 2003 (400,000 employees). In comparing Employment Survey results (with no adjustment for census definition of employment) from 2002 and 2003, the 2003 Employment Survey found a total of 20,450 operating businesses in the City compared with 20,130 in 2002. In terms of employment, there is a 1% decline from 2002 to 2003, when overcounted employees are removed from the 2002 database (resulting in a total employment in 2002 of 379,005).

Some large airline, manufacturing and other industries, such as Air Canada, Boeing, Intria Items Inc., Hewlett-Packard and Sobeys have restructured, downsized and/or relocated employees outside of Mississauga, contributing to a decline in employment in 2003. In a review of businesses with greater than 300 employees, approximately 5,400 employees can be attributed to downsizing and restructuring.

While some businesses did reduce their labour force, the decline in employment is also, partially the result of some employment overcounts in 2002. In the course of confirming some employment data, it was discovered that in 2002, some firms provided their total employees, including employees for locations outside of Mississauga (representing an overcount of approximately 8,000 employees). Each year there is a continual review of the employment data and the information is more accurate as figures are confirmed and more complete data on businesses allows new data to be benchmarked against existing records.

[8] Population and employment numbers referenced in this section have been rounded.

Figure 6: Employment and Population Trends, 1976/77 to 2003



Sources: Census of Canada, City of Mississauga Employment Survey, 2003 Growth Forecast
Note: Employment information is from the City of Mississauga Employment Survey except for 1991 which is from the Census of Canada Journey to Work data and 2003 which is the 2003 Employment Survey figure brought in line with the Census definition of employment. The population information is from the Census of Canada, with the exception of 2003 which is the City of Mississauga 2003 Growth Forecast projection of population for June 2003.

From 2002 to 2003, total vacancies declined by 7% or 135 vacancies, however the proportion of vacancies to business sites remained steady at 9%. Prior to this period, total vacancies were increasing from approximately 1,385 sites in 2000 to 1,585 sites in 2001, and 2,080 sites in 2002. The large increase from 2001 to 2002 is in part, the result of a new methodology applied to the collection of the vacancy data (with greater detail in the vacant unit data). It may also reflect a large number of new developments that were built in 2002 but not yet occupied at the time the survey was conducted.

The decline in vacancies from 2002 to 2003 may be the result of new developments built in 2002 that were later occupied when the 2003 Employment Survey was conducted from May to September.

3.2 Businesses by Planning District

As a whole the number of operating businesses in the City has increased by 1.7%, from 2001 to 2003. As well, there have been some large differences for individual Planning Districts. Table 6 summarizes the number of businesses by Planning Districts in 2001, 2002 and 2003.

The number of businesses from 2002 to 2003 increased in several Planning Districts, including Churchill Meadows, Meadowvale Village, East Credit, and Sheridan Park. Some of these changes are the result of new retail development. For example, retail centres developed in Churchill Meadows (Britannia Shopping Centre and Brittany Glen Centre), East Credit (Century City Plaza), and Meadowvale Village (Twain Plaza). The expansion of Heartland Town Centre in East Credit now includes The Maytag Store and Home Outfitters. In some cases, the percentage increase is large but the change in the absolute number is small. For instance, in Sheridan Park information for five additional businesses were collected in 2003, resulting in a 16% change from 2002 to 2003.

Other Planning Districts such as Erin Mills, Dixie, Clarkson-Lorne Park, Sheridan, and Malton experienced a decrease in the number of businesses in 2003. Erin Mills, undergoing renovations at the South Common Mall, had a decline in businesses by 4%. In Dixie and in Malton, several businesses expanded to occupy adjacent unit(s) that were once utilized by other businesses. The increase of vacancies in Clarkson-Lorne Park and Sheridan from 2002 to 2003 may also account for the decline in the number of businesses.

Table 6: Businesses by Planning District, 2001-2003

Planning District	2001		2002		2003		% Change	
	# of Businesses	% of Total	# of Businesses	% of Total	# of Businesses	% of Total	2001-2002	2002-2003
Northeast	6,880	34%	6,585	33%	6,630	32%	-4%	1%
Gateway	1,570	8%	1,615	8%	1,625	8%	3%	1%
Dixie	1,480	7%	1,460	7%	1,435	7%	-1%	-2%
Meadowvale Business Park	1,055	5%	1,085	5%	1,135	6%	3%	4%
Cooksville	960	5%	1,025	5%	1,055	5%	7%	3%
City Centre	910	5%	940	5%	965	5%	3%	2%
Western Business Park	895	4%	915	5%	940	5%	2%	3%
Airport Corporate	530	3%	520	3%	530	3%	-2%	1%
Lakeview	490	2%	510	3%	520	3%	4%	2%
Mavis-Erindale	470	2%	460	2%	470	2%	-2%	2%
Port Credit	445	2%	465	2%	465	2%	4%	1%
Central Erin Mills	430	2%	455	2%	455	2%	5%	0.2%
Streetsville	415	2%	445	2%	445	2%	7%	0.2%
Clarkson-Lorne Park	395	2%	410	2%	400	2%	4%	-2%
Applewood	370	2%	385	2%	395	2%	3%	3%
Hurontario	295	1%	340	2%	355	2%	16%	5%
Malton	340	2%	350	2%	345	2%	3%	-1%
Lester B. Pearson	320	2%	280	1%	280	1%	-13%	-0.4%
Sheridan	260	1%	270	1%	265	1%	5%	-2%
Rathwood	235	1%	235	1%	240	1%	-1%	3%
Southdown	220	1%	220	1%	230	1%	0%	5%
Erin Mills	200	1%	210	1%	200	1%	4%	-4%
Meadowvale	215	1%	195	1%	200	1%	-11%	4%
East Credit	130	1%	155	1%	190	1%	21%	22%
Erindale	150	1%	160	1%	160	1%	5%	2%
Fairview	100	1%	105	1%	110	1%	2%	6%
Mineola	95	0.5%	100	0.5%	105	1%	5%	5%
Creditview	70	0.3%	70	0.3%	70	0.3%	0%	0%
Mississauga Valleys	70	0.4%	70	0.3%	70	0.3%	-3%	0%
Sheridan Park	55	0.3%	45	0.2%	50	0.2%	-22%	16%
Lisgar	45	0.2%	50	0.2%	50	0.2%	11%	2%
Meadowvale Village	5	0.03%	15	0.1%	40	0.2%	150%	180%
Churchill Meadows	0	0%	2	0.01%	35	0.2%	-	1550%
Total	**20,105**	**100%**	**20,130**	**100%**	**20,450**	**100%**	**0.1%**	**2%**

Numbers may not add due rounding.

4.0 CONCLUSIONS

This report presents a profile of employment and businesses in the City in 2003 and reviews employment and business growth trends. The principal findings of the report are as follows:

- Employment based on the 2003 Employment Survey was 375,620. When this figure is brought in line with the Census definition of employment to consider persons with multiple jobs, home-based businesses and new office employment, the estimate of total employment is 400,000;

- The total employment estimate of 400,000 employees is in line with the City of Mississauga 2003 Growth Forecast projection of employment for June 2003 of 400,000 employees;

- Mississauga has an employment ratio of .59, that is, for every 100 residents of the City, there were 59 local jobs;

- There are approximately 19,500 fewer members of the Mississauga resident labour force than there are employment positions in the City of Mississauga. When unemployment is considered, it is estimated that Mississauga had a net imported labour force of 49,900 positions in 2003. This meets one of the population and employment objectives in Mississauga Plan, *"to continue to be a net importer of labour";*

- Full-time employment was 91% of total employment and part-time employment was 9% of total employment in the City in 2003. This is slightly different than in 2002 where full-time employment was 92% and part-time employment represented 8% of total employment;

- A review of the total employment by Planning District finds that the three main concentrations are Northeast, Gateway and Meadowvale Business Park, which represent over half of the total employment opportunities in the City in 2003;

- There has been an increase in the number of businesses in the City from 2001 to 2003 by approximately 1.7%. However, some individual Planning Districts have experienced significant increases and decreases in the business count. In some districts, additional new businesses and new retail centres resulted in business growth, while in other districts, retail centre renovations and the expansion of existing businesses to adjacent units that were once occupied by other businesses lead to a reduction in the business count;

- From 2002 to 2003, total vacancies declined by 7% or 135 vacancies. Prior to this period, total vacancies were increasing from approximately 1,385 sites in 2000 to 1,585 sites in 2001, and 2,080 sites in 2002***;***

- The City's employment profile continues to be dominated by small businesses. In 2003, 71% of the City's businesses were establishments of less than 20 employees while 41% had fewer than five employees;

- The largest portion of the employment base in Mississauga was in mid-sized firms between 20 and 300 employees. These firms represent 15% of the total number of businesses but constitute approximately 50% of the work force;

- Most Planning Districts had a representation of businesses with less than 300 employees, which provides for a range of employment opportunities. Mississauga's Strategic Plan objective to maintain a variety of employment opportunities is addressed in this distribution of businesses;

- Most Planning Districts had businesses in all size ranges and from all employment sectors. This reflects the diversity of employment and business activity in the City. It addresses the Strategic Plan and Mississauga Plan initiatives for a dynamic and diverse economic base with a range of employment opportunities;

- The four business sectors, wholesale trade, manufacturing, retail trade, and transportation and warehousing, make up approximately 44% of businesses and 56% of employment positions in the City. Although these four industries comprise a substantial portion of total employment and businesses in the City, there is representation from all nineteen business sectors. The presence of firms in these sectors reflects the diversity of employment and business activity in the City and addresses the Strategic Plan initiative that Mississauga maintains a dynamic and diverse economic base;

- The largest concentration of businesses in Mississauga was in the wholesale trade sector. A total of 14% of businesses and 16% of employment positions are in wholesaling establishments. The second and third largest sectors are manufacturing and retailing, respectively. Thirteen percent of businesses in the City manufacture, accounting for 23% of all employees and 13% of business activities are in retail, consisting of 7% of total employment. Transportation and warehousing has been highlighted in the report. While this sector is ranked eighth in terms of the number of businesses (4%), it has the third largest number of employees in Mississauga, making up 10% of the total employment;

- Employment density refers to the number of employees per geographic area, using the total employment of each traffic zone and the area of that traffic zone. The City's average gross employment density is 13 employees per hectare (5 employees per acre) and the average net employment density is 45 employees per hectare (18 per acre). The greatest concentrations of employment density are found in areas containing multiple storey buildings such as hospitals (the Credit Valley Hospital and the Trillium Health Centre), office buildings, and large retailing, wholesaling, manufacturing, and transportation and warehousing companies; and

- A comparison of Employment Survey data from 2002 to 2003 indicates a decline in employment of 1%, when the 2002 employment figure is revised to reflect overcounts in employment.

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MISSISSAUGA

TOWN OF HALTON HILLS
CITY OF BRAMPTON
CITY OF TORONTO
TOWN OF MILTON
CITY OF OAKVILLE
TOWN OF OAKVILLE
LAKE ONTARIO

MEADOWVALE
MEADOWVALE BUSINESS PARK
MEADOWVALE VILLAGE
LISGAR
GATEWAY
NORTHEAST
MALTON
AIRPORT
LESTER B. PEARSON INTERNATIONAL AIRPORT (MALTON)
AIRPORT CORPORATE
STREETSVILLE
CENTRAL ERIN MILLS
EAST CREDIT
HURONTARIO
CHURCHILL MEADOWS
ERIN MILLS
CREDITVIEW
CITY CENTRE
RATHWOOD
MAVIS–ERINDALE
FAIRVIEW
MISSISSAUGA VALLEYS
APPLEWOOD
WESTERN BUSINESS PARK
SHERIDAN PARK
SHERIDAN
ERINDALE
COOKSVILLE
DIXIE
CLARKSON–LORNE PARK
MINEOLA
LAKEVIEW
SOUTHDOWN
PORT CREDIT

DERRY ROAD WEST
OLD DERRY ROAD WEST
BRITANNIA ROAD WEST
BRITANNIA RD. EAST
BRITANNIA ROAD EAST
EGLINTON AVENUE WEST
EGLINTON AVENUE EAST
BURNHAMTHORPE ROAD WEST
BURNHAMTHORPE ROAD EAST
DUNDAS STREET WEST
DUNDAS STREET EAST
QUEENSWAY WEST
QUEENSWAY EAST
QUEEN ELIZABETH WAY
LAKESHORE ROAD WEST
LAKESHORE ROAD EAST
EASTGATE PKWY.
MATHESON BLVD. EAST
C.N.R.
HIGHWAY No. 401
HIGHWAY No. 403
HIGHWAY No. 410
HIGHWAY No. 409
HIGHWAY No. 427
ST. LAWRENCE & HUDSON RAILWAY
CREDIT RIVER
MISSISSAUGA CREEK
ETOBICOKE CREEK

Appendix A: Planning Districts

- RESIDENTIAL
- EMPLOYMENT
- CITY CENTRE
- AIRPORT

500 1000 1500 2000

November 2003

Appendix B:
Employment Adjustment Factors

Residential Adjustment Factor

The residential adjustment factor of 7.247 was applied to businesses with no employment data in Residential Districts. This adjustment factor is the average number of employees for all businesses, with less than 100 employees in Residential Districts.

Employment Adjustment Factors

The following adjustment factors were applied to businesses with no employment data in each Employment District:

Planning District	Adjustment Factor
Airport Corporate	17.412
City Centre	11.671
Dixie	8.944
Gateway	16.700
Lester B. Pearson	14.513
Mavis-Erindale	10.635
Meadowvale Business Park	14.944
Northeast	12.356
Sheridan Park	24.273
Southdown	11.425
Western Business Park	9.789

The employment adjustment factor is the average number of employees for all businesses with less than 100 employees in each Planning District.

Appendix C:
Businesses with 300+ Employees

BUSINESS NAME	ADDRESS	PLANNING DISTRICT
Businesses with 1000+ employees:		
A E C L Limited or Atomic Energy of Canada Limited	2251 Speakman Dr, 2599 Speakman Dr, 2285 Speakman Dr	Sheridan Park
Air Canada	1 PIA	Lester B. Pearson
AstraZeneca Canada Inc.	1004 Middlegate Rd	Dixie
Bell Mobility	5099 Creekbank Rd	Northeast
C F M Vermont Castings Majestic Products	460 Admiral Blvd	Gateway
Canada Customs & Revenue Agency	5800 Hurontario St	Gateway
Canada Post – Gateway Postal Facility	4567 Dixie Rd	Northeast
City of Mississauga	300 City Centre Dr	City Centre
GlaxoSmithKline (Glaxo Wellcome Inc.)	7333 Mississauga Rd	Meadowvale Business Park
Group 4 Falck	90 Dundas St W	Cooksville
Honeywell	3333 Unity Dr	Western Business Park
City of Mississauga Transportation and Works	3484 Semenyk Crt	Mavis-Erindale
Nexinnovations Inc.	5300 Satellite Dr	Airport Corporate
Royal Bank of Canada	6880 Financial Dr	Meadowvale Business Park
TD Bank Financial Group	4880 Tahoe Blvd	Northeast
The Credit Valley Hospital	2200 Eglinton Ave W	Central Erin Mills
Trillium Health Centre - Mississauga Site	100 Queensway W	Cooksville
Businesses with 500-999 employees:		
Accenture Inc.	5450 Explorer Dr	Airport Corporate
Edulinx Canada Corporation	2 Robert Speck Pky	City Centre
FedEx Canada Ltd.	6895 Bramalea Rd	Lester B. Pearson
G E Capital Information Technology Solutions Inc.	2480 Meadowvale Blvd	Meadowvale Business Park
General Electric Canada Inc.	2300 Meadowvale Blvd	Meadowvale Business Park
Greater Toronto Airports Authority	3111 Convair Dr	Lester B. Pearson
Hewlett-Packard (Canada) Ltd.	5150 Spectrum Way	Airport Corporate
Ingram Micro	55 Standish Crt	Gateway
Intria Items Inc.	155 Britannia Rd E	Gateway
Livingston International Inc.	6725 Airport Rd	Northeast
Loblaw Companies East	6363 Millcreek Dr	Meadowvale Business Park
Loyalty Management Group	5055 Satellite Dr	Airport Corporate
Mark IV-IVHS Division	6030 Ambler Drive	Northeast
Mississauga Transit	975 Central Pkwy W	Mavis-Erindale
Oracle Corporation. Canada	100 Milverton Dr	Gateway
Orenda Aerospace Corporation	3160 Derry Rd E	Northeast
Peel District School Board	5650 Hurontario St	Hurontario
Pepsi Bottling Group	5900 Falbourne St	Gateway
Personal Insurance Company of Canada	3 Robert Speck Pkwy	City Centre

BUSINESS NAME	ADDRESS	PLANNING DISTRICT
Petro-Canada Lubricant Centre	385 Southdown Rd	Southdown
Prat & Whitney Canada Inc.	1801 Courtneypark Dr E	Northeast
Royal & Sun Alliance Insurance Company	2225 Erin Mills Pky	Sheridan
Stackpole Automotive Gear Division	2430 Royal Windsor Dr	Southdown
Unisen Inc.	2920 Matheson Blvd E	Airport Corporate
University of Toronto at Mississauga	3359 Mississauga Rd	Erin Mills
Wal-Mart Canada Inc	1940 Argentia Rd	Meadowvale Business Park
Xerox Flextronics Canada Limited	3060 Caravelle Dr	Northeast
Businesses with 300-499 employees:		
ADP Canada	6200 Kenway Dr	Gateway
Airport Group Canada Inc.	3 PIA	Lester B. Pearson
Amhil Enterprises	400 Traders Blvd E	Gateway
Bell World	5055 Satellite Dr	Airport Corporate
Body Blue Inc.	228 Drew Rd	Northeast
C G I Information Systems & Management Consultants	2480 Meadowvale Blvd	Meadowvale Business Park
Canadian Medical Laboratories Limited	6560 Kennedy Rd	Gateway
Canon Canada Inc.	6390 Dixie Rd	Northeast
Cara Operation Limited	6303 Airport Rd	Northeast
Cedara Software Corporation	6509 Airport Rod	Northeast
Chubb Security Systems	5201 Explorer Dr	Airport Corporate
CIBA Vision Sterile Manufacturing Ltd.	6515 Kitimat Rd	Meadowvale Business Park
Coatings 85 Limited	7007 Davand Dr	Northeast
Collins & Aikman Plastics Limited	590 Abilene Dr	Gateway
Commercial Spring and Tool Company Limited	160 Watline Ave	Gateway
Creations Technologies Inc.	7075 Financial Dr	Meadowvale Business Park
Custom Automated Assembly	205 Annagem Blvd	Gateway
Dana Hospitality Inc.	6800 Kitimat Rd	Meadowvale Business Park
Delta Meadowvale Resort & Conference Centre	6750 Mississauga Rd	Meadowvale Business Park
Depco International Inc.	6655 Northwest Dr	Northeast
Dufferin-Peel Catholic District School Board	40 Matheson Blvd W	Gateway
Dun & Bradstreet Canada	5770 Hurontario St	Gateway
DuPont Canada Inc.	7070 Mississauga Rd	Meadowvale Business Park
Electrical Safety Authority	155 Matheson Blvd W	Gateway
Epic Express	5425 Dixie Rd	Northeast
Faurecia Automotive Seating Canada Ltd.	6141 Vipond Dr	Northeast
Federal Express Canada Limited	5985 Explorer Dr	Airport Corporate
Financial Models Company (FMC) Inc.	5255 Orbitor Dr	Airport Corporate
Fireco Inc.	1280 Courtneypark Dr	Northeast
Garland Commercial Ranges Limited	1177 Kamato Rd	Northeast
General Mills Canada Inc.	5825 Explorer Dr	Airport Corporate
Grocery Gateway.com	6099 Vipond Dr	Northeast

BUSINESS NAME	ADDRESS	PLANNING DISTRICT
Group 4 Falck Canada Ltd	1 PIA	Lester B. Pearson
Hatch	2800 Speakman Dr	Sheridan Park
Hoffmann-LaRoche Limited	2455 Meadowpine Blvd	Meadowvale Business Park
Indalex Ltd.	5675 Kennedy Rd	Gateway
Ingram Micro Inc	88 Foster Cres	Gateway
Investment Planning Council of Canada	2680 Skymark Ave	Airport Corporate
Kingsway General Insurance Company	5310 Explorer Dr	Airport Corporate
Kuehne & Nagel International Ltd.	5800 Hurontario St	Gateway
Lear Corporation	3100 Caravelle Dr	Northeast
Maritz Canada Incorporated	6900 Maritz Dr	Gateway
Matrix Logistics Services Limited	6941 Kennedy Rd	Gateway
Maxxam Analytics Inc.	5540 Mcadam Rd	Gateway
Metroland Printing, Publishing & Distributing Limited	3125 Wolfedale Rd	Mavis-Erindale
Microsoft Canada	1950 Meadowvale Blvd	Meadowvale Business Park
Moore North America	6100 Vipond Dr	Northeast
Mother Parker's Tea & Coffee Inc.	2531 Stanfield Rd	Dixie
My Travel Canada Holidays	3 PIA	Lester B. Pearson
NAV Canada	6055 Midfield Rd	Lester B. Pearson
Nedco	5600 Keaton Cres	Gateway
Nissan Canada Inc.	5290 Orbitor Dr	Airport Corporate
Orion Bus Industries Ltd	350 Hazelhurst Rd	Southdown
PCL Constructors Canada Inc.	2085 Hurontario St	Cooksville
Pacific Western Transportation Ltd.	6999 Ordan Dr	Northeast
Panasonic Canada Inc.	5770 Ambler Dr	Northeast
Patheon Inc.	2100 Syntex Crt	Meadowvale Business Park
Peel Board of Education–Centre for Education & Training	2 Robert Speck Pky	City Centre
Plastcoat	1200 Meyerside Dr	Northeast
Psion Teklogix Inc.	2100 Meadowvale Blvd	Meadowvale Business Park
Purolator Courier Limited	5995 Avebury Rd	Gateway
Quantum Management Services Limited	33 City Centre Dr	City Centre
Regal Greetings & Gifts	7035 Ordan Dr	Northeast
Revlon Canada Inc.	2501 Stanfield Rd	Dixie
Rexel Canada Electrical Inc.	5600 Keaton Cres	Gateway
Reynolds & Reynolds (Canada) Ltd.	2470 Milltower Crt	Meadowvale Business Park
Rubbermaid Canada Inc.	2550 Stanfield Rd	Dixie
SCM Supply Chain Management	6800 Maritz Dr	Gateway
Samuel Son & Co., Limited	2360 Dixie Rd	Dixie
Sealed Air (Canada) Inc./Cryovac	2365 Dixie Rd	Dixie
Skyservice Airlines	2 PIA	Lester B. Pearson
Sobeys Ontario	6355 Viscount Rd	Northeast
Solcorp	5925 Airport Rd	Northeast
Symcor	1 Robert Speck Pky	City Centre
Sysco Food Services of Toronto Inc.	7055 Kennedy Rd	Gateway

BUSINESS NAME	ADDRESS	PLANNING DISTRICT
Systech Retail Systems Inc.	5800 Ambler Dr	Northeast
Tech Data Canada Inc.	6911 Creditview Rd	Meadowvale Business Park
Trans X Ltd.	7235 Transmark Crt	Northeast
Wal-Mart	3155 Argentia Rd	Meadowvale Business Park
Wal-Mart	100 City Centre Dr	City Centre
Winners Merchants Inc.	6715 Airport Rd	Northeast
World Vision Canada	1 World Dr	Gateway

Note: The businesses in this table are those with 300 or more employees as illustrated in Map 2. The table and map do not include businesses with a combined total of 300 or more employees in multiple locations across the City.

Appendix D:
NAICS Descriptions

NAICS
The NAICS (North American Industry Classification System) is a classification system used to describe businesses' economic activities. There are nineteen business sectors listed. These sectors are described below.

Accommodation and Food Services (NAICS Code 72)
This sector comprises establishments primarily engaged in providing short-term lodging and complementary services to travellers, vacationers and others. These facilities include hotels, motor hotels, resorts, motels, casino hotels, bed and breakfast accommodation, housekeeping cottages and cabins, recreational vehicle parks and campgrounds, hunting and fishing camps, and various types of recreational and adventure camps. This sector also comprises establishments primarily engaged in preparing meals, snacks and beverages, to customer order, for immediate consumption on and off the premises.

Administrative and Support and Waste Management (NAICS Code 56)
This sector comprises of establishments primarily engaged in activities that support the day-to-day operations of other organizations, and those primarily engaged in waste management activities.

Arts, Entertainment and Recreation (NAICS Code 71)
This sector comprises establishments primarily engaged in operating facilities or providing services to meet the cultural, entertainment and recreational interests of their patrons. These establishments produce, promote or participate in live performances, events or exhibits intended for public viewing and they preserve and exhibit objects and sites of historical, cultural or educational interest. This sector also includes facilities that provide services for patrons to participate in sports, recreational activities or pursue amusement, hobbies and leisure-time interests.

Construction (NAICS Code 23)
This sector comprises establishments primarily engaged in constructing, repairing and renovating buildings and engineering works, and in subdividing and developing land. They may operate on their own account or under contract to other establishments, producing complete projects or just parts of projects. Establishments often subcontract some or all of the work involved in a project; they may produce new construction, or undertake repairs and renovations to existing structures.

Educational Services (NAICS Code 61)
This sector comprises establishments primarily engaged in providing instruction and training in a wide variety of subjects. This instruction and training is provided by specialized establishments, such as schools, colleges, universities and training centres. These establishments may be

privately owned and operated, either for profit or not, or they may be publicly owned and operated and may offer food and accommodation services to their students.

Finance and Insurance (NAICS Code 52)
This sector comprises establishments primarily engaged in financial transactions (that is, transactions involving the creation, liquidation, or change in ownership of financial assets) or in facilitating financial transactions.

Health Care and Social Assistance (NAICS Code 62)
This sector comprises establishments primarily engaged in providing health care by diagnosis and treatment, providing residential care for medical and social reasons, and providing social assistance, such as counselling, welfare, child protection, community housing and food services, vocational rehabilitation and child care.

Information and Cultural Industries (NAICS Code 51)
This sector comprises establishments primarily engaged in creating and disseminating (except by wholesale and retail methods) information and cultural products, such as written works, musical works or recorded performances, recorded dramatic performances, software and information databases, or providing the means to disseminate them. This includes establishments that provide access to equipment and expertise to process.

Management of Companies and Enterprises (NAICS Code 55)
This industry comprises establishments primarily engaged in managing companies and enterprises and/or holding the securities or financial assets of companies and enterprises, for the purpose of owning a controlling interest in them and/or influencing their management decisions. They may undertake the function of management, or they may entrust the function of financial management to portfolio managers.

Manufacturing (NAICS Codes 31-33)
The sector comprises establishments engaged in physical or chemical transformation of materials or substances into new products. Products may be finished (ready for use or consumption), or semi-finished (ready for another business to further manufacture). Related activities such as assembly of component parts, blending and finishing of products (by dyeing, heat treating or plating) are also considered manufacturing. Manufacturing firms are also known as plants, factories or mills.

Other Services (NAICS Code 81)
This sector comprises establishments, not classified to any other sector. They are primarily engaged in repairing, or performing general or routine maintenance, on motor vehicles, machinery, equipment and other products to ensure that they work efficiently. These establishments may provide personal care services, funeral services, laundry services and other services to individuals (such as pet care services and photo finishing services). Also included are businesses that organize and promote religious activities, support various causes through grant-making, promote various social and political causes, and promote and defend the interests of their members.

Primary Industry (NAICS Codes 11 and 21)
This sector includes Agriculture, Forestry, Fishing and Hunting, and Mining and Oil and Gas Extraction.

Agriculture, Forestry, Fishing and Hunting:
This sector comprises establishments primarily engaged in growing crops, raising animals, harvesting timber, harvesting fish and other animals from their natural habitats and providing related support activities.

Mining and Oil and Gas Extraction:
This sector comprises establishments primarily engaged in extracting naturally occurring minerals. These can be solids (such as coal and ores), liquids (such as crude petroleum), and gases (such as natural gas). Mining includes quarrying, well operations, milling and other preparation customarily done at the mine site, or as a part of mining activity. Establishments engaged in exploration for minerals, development of mineral properties and mining operations are included in this sector.

Professional, Scientific and Technical Services (NAICS Code 54)
This sector comprises establishments primarily engaged in activities in which human capital is the major input. These establishments make available the knowledge and skills of their employees, often on an assignment basis. The individual industries of this sector are defined on the basis of the particular expertise and training of the service provider.

Public Administration (NAICS Code 91)
This sector comprises establishments primarily engaged in activities of a governmental nature, that is, the enactment and judicial interpretation of laws and their pursuant regulations, and the administration of programs based on them. This includes legislative activities, taxation, national defence, public order and safety, immigration services, foreign affairs and international assistance, and the administration of government programs.

Real Estate and Rental and Leasing (NAICS Code 53)
This sector comprises establishments primarily engaged in renting, leasing or otherwise allowing the use of tangible or intangible assets. Establishments included are those primarily engaged in managing, renting and/or buying of real estate for others and appraising real estate.

Retail Trade (NAICS Codes 44-45)
The retail trade sector comprises establishments engaged in retailing merchandise generally without transformation and rendering services incidental to the sale of merchandise.

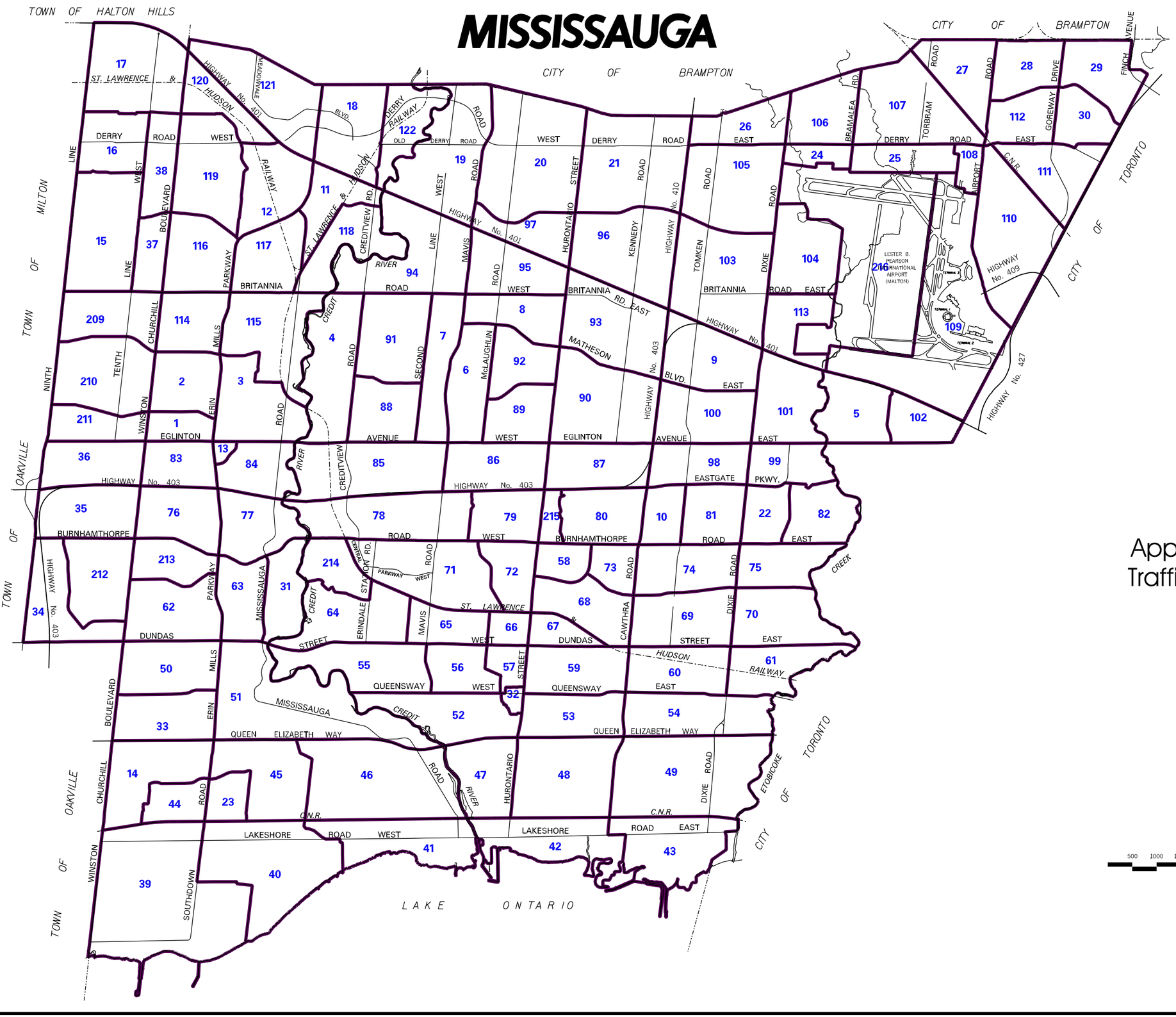
Transportation and Warehousing (NAICS Code 48-49)
The transportation and warehousing sector comprises businesses engaged in transporting passengers and goods, warehousing and storing goods, and providing services to these establishments. Transportation can be by road, rail, water, air or pipeline. This sector also includes national post office and courier businesses.

Utilities (NAICS Code 22)
This sector comprises establishments primarily engaged in operating electric, gas and water utilities. These establishments generate, transmit, control and distribute electric power, distribute natural gas, treat and distribute water, operate sewer systems and sewage treatment facilities, and provide related services, generally through a permanent infrastructure of lines, pipes and treatment and processing facilities.

Wholesale Trade (NAICS Code 41)
This sector comprises establishments primarily engaged in wholesaling merchandise and providing related logistics, marketing and support services. Generally an intermediate step in the distribution of merchandise, wholesalers are organized to sell merchandise in large quantities to retailers, and business and institutional clients. These may also include suppliers of non-consumer capital goods that sell merchandise in single units to final users.

Source: Statistics Canada, North American Industry Classification System, 1999

MISSISSAUGA



Appendix E: Traffic Zones

November 2003

Appendix F:
Employment Density Calculations

Traffic Zone	Gross Density		Net Density	
	Employees per Hectare	Employees per Acre	Employees per Hectare	Employees per Acre
1	35.4	14.3	58.7	23.7
2	1.1	0.4	15.5	6.3
3	0.9	0.3	24.4	9.9
4	1.8	0.7	19.0	7.7
5	57.6	23.3	129.7	52.5
6	1.7	0.7	27.1	11.0
7	3.1	1.3	34.2	13.8
8	61.7	25.0	89.2	36.1
9	42.5	17.2	68.3	27.6
10	2.6	1.1	27.3	11.0
11	54.6	22.1	74.4	30.1
12	38.6	15.6	55.6	22.5
13	128.6	52.1	175.3	70.9
14	6.7	2.7	30.0	12.2
15	1.1	0.5	21.8	8.8
16	3.0	1.2	43.0	17.4
17	1.7	0.7	25.5	10.3
18	32.5	13.1	201.4	81.5
19	0.5	0.2	20.4	8.3
20	2.5	1.0	19.0	7.7
21	24.1	9.7	53.3	21.6
22	6.1	2.5	63.2	25.6
23	1.7	0.7	42.2	17.1
24	11.2	4.5	35.4	14.3
25	4.9	2.0	47.3	19.1
26	30.5	12.3	47.6	19.3
27	27.9	11.3	47.4	19.2
28	1.8	0.7	14.2	5.7
29	1.9	0.8	17.2	6.9
30	5.8	2.4	36.2	14.7
31	6.5	2.6	15.5	6.3
32	178.6	72.3	226.7	91.8
33	22.5	9.1	54.0	21.9
34	16.5	6.7	57.2	23.2
35	17.0	6.9	58.5	23.7
36	0.0	0.0	2.2	0.9
37	0.4	0.2	14.0	5.7
38	3.1	1.3	27.6	11.2

Traffic Zone	Gross Density		Net Density	
	Employees per Hectare	Employees per Acre	Employees per Hectare	Employees per Acre
39	8.0	3.2	13.4	5.4
40	2.5	1.0	48.3	19.5
41	3.3	1.3	48.6	19.7
42	10.4	4.2	56.9	23.0
43	8.5	3.4	53.7	21.8
44	3.5	1.4	34.5	13.9
45	1.4	0.6	14.1	5.7
46	0.5	0.2	20.6	8.3
47	0.5	0.2	39.8	16.1
48	2.4	1.0	27.7	11.2
49	2.8	1.1	26.6	10.8
50	3.0	1.2	32.9	13.3
51	3.7	1.5	64.5	26.1
52	0.7	0.3	43.9	17.8
53	5.5	2.2	46.1	18.7
54	1.8	0.7	29.4	11.9
55	2.2	0.9	32.3	13.1
56	0.6	0.3	10.8	4.4
57	31.0	12.6	135.6	54.9
58	3.3	1.4	29.4	11.9
59	15.4	6.3	55.7	22.5
60	42.9	17.4	52.6	21.3
61	19.8	8.0	39.4	15.9
62	20.4	8.2	58.0	23.5
63	1.7	0.7	17.8	7.2
64	3.2	1.3	28.1	11.4
65	19.1	7.7	53.1	21.5
66	16.1	6.5	47.9	19.4
67	17.9	7.3	104.7	42.4
68	1.6	0.7	24.5	9.9
69	4.9	2.0	33.9	13.7
70	18.7	7.6	49.0	19.8
71	27.7	11.2	66.7	27.0
72	24.2	9.8	177.2	71.7
73	1.0	0.4	17.0	6.9
74	2.8	1.2	23.9	9.7
75	5.5	2.2	35.2	14.2
76	0.6	0.2	19.9	8.1
77	1.5	0.6	27.6	11.2
78	1.3	0.5	29.4	11.9
79	61.0	24.7	126.8	51.3
80	2.8	1.1	40.5	16.4

Traffic Zone	Gross Density		Net Density	
	Employees per Hectare	Employees per Acre	Employees per Hectare	Employees per Acre
81	1.9	0.8	41.4	16.8
82	0.9	0.4	25.1	10.2
83	1.7	0.7	33.6	13.6
84	2.4	1.0	31.1	12.6
85	1.0	0.4	31.8	12.9
86	8.3	3.3	118.0	47.8
87	2.0	0.8	35.9	14.5
88	2.4	1.0	21.4	8.7
89	2.3	0.9	23.3	9.4
90	5.6	2.3	42.8	17.3
91	1.3	0.5	25.5	10.3
92	22.4	9.1	32.0	13.0
93	47.0	19.0	75.4	30.5
94	2.2	0.9	34.4	13.9
95	18.9	7.7	36.6	14.8
96	19.1	7.7	40.1	16.2
97	0.1	0.1	n/a	n/a
98	22.7	9.2	69.5	28.1
99	32.3	13.1	78.1	31.6
100	44.8	18.1	61.2	24.8
101	27.2	11.0	52.2	21.1
102	81.9	33.1	155.3	62.8
103	40.5	16.4	56.9	23.0
104	34.2	13.9	38.3	15.5
105	36.4	14.7	55.1	22.3
106	35.1	14.2	53.2	21.5
107	23.3	9.4	34.0	13.8
108	6.0	2.4	6.4	2.6
109	22.7	9.2	24.2	9.8
110	46.0	18.6	61.5	24.9
111	20.1	8.1	40.9	16.6
112	3.1	1.3	38.0	15.4
113	23.8	9.6	38.4	15.6
114	2.0	0.8	32.7	13.2
115	7.0	2.9	39.4	16.0
116	1.5	0.6	30.5	12.3
117	9.0	3.6	12.4	5.0
118	3.6	1.5	45.0	18.2
119	4.4	1.8	40.9	16.6
120	12.2	4.9	55.0	22.3
121	27.2	11.0	60.2	24.4
122	0.9	0.4	16.8	6.8

Traffic Zone	Gross Density		Net Density	
	Employees per Hectare	Employees per Acre	Employees per Hectare	Employees per Acre
209	1.6	0.6	31.8	12.9
210	0.1	0.0	14.2	5.8
211	n/a	n/a	n/a	n/a
212	0.6	0.2	12.5	5.1
213	7.4	3.0	36.6	14.8
214	0.7	0.3	15.5	6.3
215	161.4	65.3	517.9	209.6
216	0.02	0.01	0.02	0.01
City Wide Average	**13**	**5**	**45**	**18**