

January 26th, 2021

Dear Mayor Tory,

Re: Advancing the Community Benefits Framework

I am pleased to offer support from Crosslinx Transit Solutions for your initiative ***Advancing the Community Benefits Framework***.

As you know Crosslinx Transit Solutions (CTS) was awarded the contract to build the Eglinton Crosstown LRT Project. An important part of the Crosslinx contract was to develop and carry out a Community Benefits program. This was done by developing a Community Benefits Declaration that our industry stakeholders, signatory unions, sub-contractors and CTS itself agreed to accept and implement.

Crosslinx achieved, and continues to achieve great results, especially considering the complexity of the City of Toronto environment. This required significant commitment from the CTS team and our union partners; champions in each organization, recognition that the status quo was not enough and therefore the willingness to go the 'extra mile' was necessary, infrastructure/organizational support, both top down and laterally; individuals committed to this initiative and so on.

CTS saw this Community Benefits Program as not just an employment opportunity for many (350+) socially, economically, and historically disadvantaged groups, but as an opportunity to create and build careers, enabling participants to build a future for themselves and their families, not just through apprenticeship opportunities but through the many Professional, Administrative and Technical employment opportunities created by such a Project.

Many successful Social Enterprise developments have come along as well with this commitment to Community Benefits. This investment has produced results. Individuals have gained invaluable experience and even graduated from accredited programs, giving them a new and different lease on life. Businesses have been developed and grown from participation on the LRT Project.

CTS fully supports the City of Toronto's direction in advancing Community Benefits initiatives. Such investments will lead to increased diversity, integration and assist with removing many of the barriers so many have experienced. It was and is through our collective commitments that the Crosslinx Transit Community Benefits Program is so successful. Crosslinx Transit Solutions fully support you and the City of Toronto's commitment to such a program.

Should there be any questions regarding this letter or our program, I may be reached at 416-949-3213.

Kindest regards

A handwritten signature in blue ink, appearing to read "Denisa", enclosed within a thin blue rectangular border.

Denisa Leiba
Director People & Culture
Crosslinx Transit Solutions

cc Monique Gordon - P&C and PAT Manager
David Galvin - Labour Relations Manager