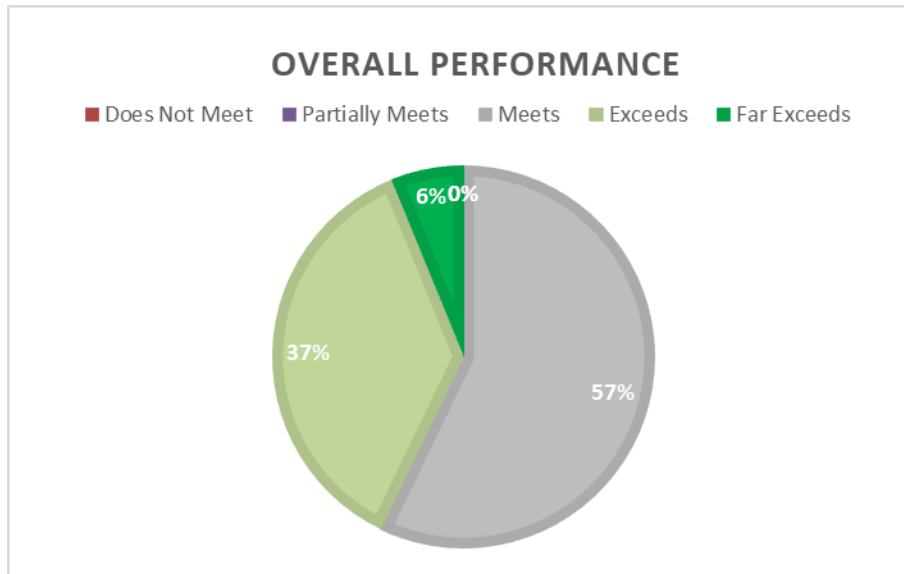


ATTACHMENT 3

2020 ANNUAL PERFORMANCE REVIEW SUMMARY



CreateTO's staff are assessed annually based on the following three categories: (i) Leadership, Decision Making and Judgment; (ii) Planning and Organization, Knowledge and Technical Skills; and (iii) Corporate Approach. While Annual Performance Reviews are conducted based on a consistent form and set of instructions, reviews are subjective, with some managers consistently marking harder or easier than others. 100% of staff who received Annual Performance Reviews in 2020 are successfully meeting, exceeding or far exceeding their manager's expectations. No one was rated at Partially Meets or Does Not Meet in any of the categories.

It should be noted that, given the change in CEO late in 2020, individuals that reported to the CEO in 2020 did not receive an Annual Performance Review for 2020.

The Executive Management Team has not yet engaged in an organization-wide review to identify and develop plans for high performing staff. It is in the HR plan to conduct this review and put in place these development plans in Q3/4 2021.