

• TO Live

Human Resources Update

Date: November 22, 2023

To: Human Resources & Stakeholder Relations Committee and the Board of Directors of TO Live

From: President and Chief Executive Officer

SUMMARY

The purpose of this report is to provide the Board with an update on Human Resources activity at TO Live.

RECOMMENDATIONS

The President and Chief Executive Officer recommends that the Board of Directors of TO Live:

1. Receive this report for information.

FINANCIAL IMPACT

There is no financial impact.

DECISION HISTORY

This is a new initiative.

COMMENTS

HR Roundtable

As another avenue to foster dialogue and increase communication within the organization, TO Live has created an HR Roundtable. The HR Roundtables occur twice monthly (1 hour each) and provides employees a forum to discuss topics that are important to them. To ensure a constant discussion flow, HR provides the theme for discussion which allows employees to ask questions, obtain clarity and provide feedback.

HR Metrics

There are 400 employees at TO Live compared to 356 in November 2022. 21 positions have been filled in Q3. Year to date we have hired 65 employees and currently have 6 positions to fill. Most of these filled positions are Front of House and Food and Beverage (27).

Employee turnover is 1.7% to date compared to 0.9% the same time last year. 46% of those who have left had less than 1 year of service. 42% did not indicate why they left, 10% left for personal reasons while 9% left due to other employment or attendance concerns.

CONTACT

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SIGNATURE

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